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WESTERN NORTH CAROLINA CONFERENCE OF THE UNITED METHODIST CHURCH

Priorities Survey Report

by

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The following report is a part of a larger study of the purpose, goals and priorities of the Western North Carolina United Methodist Conference. The report summarizes findings from a survey of church members and leaders across the Conference. Its interpretation and use, however, should be made in the larger context provided by other reports made to the Priorities Study Commission, including the theological statement on the purpose of the Church by Bishop Mack B. Stokes, the report of population trends by Dr. Robert Wilson, the analysis of social and economic conditions and trends in Western North Carolina by Dr. Charles Ratliff, and the analysis of the Conference budget by the Reverend Fred Jordan. These reports, taken together, provide a wealth of important data for decision making by the Priorities Committee and the Annual Conference.

1. THE PRIORITIES SURVEY: GENERAL DESCRIPTION

The Priorities Study Committee, in order to get opinion regarding purpose and priorities from a broad spectrum of Western North Carolina Methodists, asked the Religious Research Center at Emory University to conduct a survey during the Fall of 1972. The survey utilized a questionnaire administered to a random sample of local church members and leaders, and to all members of District and Annual Conference Councils on Ministries. Before turning to a discussion of the questionnaire

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and the results of the data analysis, a brief description of the sample is appropriate.

1.1 Sample

The sample of church members and leaders was carefully drawn using the method of random stratified sampling. Pastoral charges were grouped by Districts according to membership size, and a 10% sample of charges from each District was selected. Care was taken to represent charges of all sizes in the sample. Once charges were selected, a 5% sample of church members from each of the charges was randomly drawn by the pastor of the charge, assisted by a Priorities Study Director appointed in each District. Additionally, designated key leaders from each charge were included in the sample.

This method of selection provided a sample of 1981 members and leaders who were asked to complete the questionnaire in meetings called in each charge by the pastor and District Priorities Study Committee. A total of 1369 members and leaders completed usable questionnaires. This represented 69% of the selected sample. Table One in the Appendix* summarizes the percent completing questionnaires by District. The largest return (103%**) was from the High Point District, the smallest return (46%), was from the Thomasville District.

The questionnaire was also administered to members of the District and Annual Conference Councils on Ministries. While not all of the members of these Councils

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*All statistical tables have been included in the Appendix rather than in the body of the report. Readers will be referred at appropriate points in the discussion to the table containing the data being interpreted.

**In this District, one church exceeded its quota of sample members. Rather than omit those in excess of the quota, the replies from this surplus of members were included in the analysis.

completed questionnaires,* a total of 233 questionnaires was received from the District Councils and 106 from the Conference Council. Taken together with the local church questionnaires, there were 1708 questionnaires returned.

An examination of some of the characteristics of those completing questionnaires (See Table 2) provides insight into the types of persons responding. In general, the local church sample seems adequately to represent the racial distribution and males and females. Youth are somewhat under represented as also are members who are less active in their church participation. Apparently many less active members were unwilling to participate in the study. Additionally it may be noted that a larger percentage of members of smaller churches completed questionnaires than members of larger churches. In churches of over 2,000 members, the return rate was 40%.

In the District and Conference Councils on Ministries samples, where random selection was not used, the racial distribution seems quite adequate; however, the respondents are predominantly male (approximately 75%). Additionally, there are slightly more ministers than laymen, and considerably more middle aged persons than youth. The level of education is considerably higher in these Councils on Ministries than in church member sample and, no doubt, than in the Conference as a whole.

The above profile gives some indications of the nature of the persons responding. In general, with the exception of the younger age groups, less active members, and members of the very large churches, the church member sample seems adequately representative of the total Conference membership. The samples from the Councils on Ministries reflect quite well the make-up of those groups.

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*We have thus far not received responses from several District Superintendents reporting the total membership of the District Councils; thus, we cannot report on the percentage of the total membership of the Councils who completed the questionnaire.

1.2. Survey Design and Analyses

A brief statement regarding the design of the survey and the analysis that follows should help the reader in interpreting the report of the findings. The questionnaire used in the survey was developed to ascertain both what members considered to be primary needs calling for attention by the Conference and their opinion on possible programs aimed at meeting many of these needs.

The particular questionnaire content was developed from several sources. During the first year of the Priorties Study Committee's work, hearings were held at which representatives from conference boards, committees, and agencies discussed needs and projected program objectives related to their particular areas of concern. Furthermore, the reports made at the 1972 Annual Conference were analyzed to ascertain other statements of needs and program objectives. Also, the committee considered emerging issues reflected in various social and economic trends in an attempt to determine needs and possible program emphases.

Finally, as an organizing framework, the Committee made use of the report of the Program Council to the 1972 General Conference, Planning for Ministries -- 1973 and Beyond. This document, which was adopted by the General Conference, will guide much of the work of the general church during the years ahead. When adapted to reflect the particular concerns of those served by the WNC Conference, the report provides a helpful way of organizing the work of the Conference to meet local needs while at the same time relating Annual and General Conference emphases.

In particular, using the General Conference document, we have organized the survey around seven basic goals, which provide helpful general statements regarding both the inner dynamics of the Christian commitment, life and fellowship and the outward thrust in ministry in the world. We have asked survey respondents to evaluate each of these basic goals relative to the other.

Additionally, a large number of more specific program goals were included, most of which were derived from the hearings and Conference reports. These have been evaluated according to their importance and urgency. At one point in the analysis, we have attempted to group them according to the seven basic goals. Since some of the program goals could easily fit under two or more of the basic goals, our grouping has been somewhat arbitrary; nevertheless, it provides a generally helpful way of considering together particular segments of the life and mission of the church that are related to one another.

In addition to projected goals and programs, several boards and agencies desired the opinions of the Conference membership on possible directions for some existing Conference programs and institutions. These opinions will also be summarized in the analysis.

Finally, a large number of comments written into the spaces provided in the questionnaire have been analyzed. While these free response comments are difficult to summarize in a brief report, the Committee has studied them carefully, and representative comments are included in this report.

To make maximal use of the information provided by the survey, the data have been analyzed in several ways. For those interested in the responses by Districts, we have included these figures in the report. More important, however, is the way in which different groups within the Annual Conference view the life and ministry of the church and evaluate specific programs. Thus, a major portion of the report compares the opinions of lay members, lay leaders and ministers, of black and white members of the conference, of males and females, of young and old, and of various other relevant groups. In a highly pluralistic church, it is crucial that those charged with the responsibility for planning take into consideration the needs and concerns of all of its people. While we have not been able to reflect all of the relevant groups, we have tried to consider some of the most important ones.

2. BASIC GOALS AND PROGRAMS FOR THE CONFERENCE

The 1972 General Conference adopted a list of seven priorities as expressing the basic dimensions of the life and ministry of the church. As indicated previously, these seven priorities or basic goals have been adopted as the organizing framework of this survey. Further, as noted, we included a number of program goals which are more concrete expressions of the basic goals.

While all of the goals reflect basic issues in the church's life and ministry, we suspected that WNC Methodists would have differing opinions as to the relative importance attributed to the goals and to the programs reflecting the basic goals. Further, we suspected that various subgroups within the Conference might rank the goals differently. Therefore, we will examine each of the seven basic goals in the order of overall importance assigned to them by the total sample. Also we will indicate differences that exist in the opinions of subgroups regarding the goals. Additionally, note will be taken of the various program items which seem most closely related to each of the seven basic goals. All tables from which the following interpretation is drawn are contained in the appendix to this report.

2.1 Commitment, Nurture and Renewal

Western North Carolina Methodists generally affirm that of greatest importance in the years ahead are matters related to calling persons to commitment to Jesus Christ and enabling them to grow in and continually renew that commitment. This was true for members and leaders from each District and in the various Councils on Ministries (Tables 3,4). Additionally, when subgroups were compared (Table 5), all but two of them ranked the goal first in importance. Those ranking it most important included lay members, lay leaders, ministers, whites, male and females, and all age groups 30 years and older. Only by blacks and those under 30 was the goal ranked slightly less important.

For blacks, the goal of Commitment, Nurture and Renewal was third in importance, following the goals of Concern for Persons and Justice and Development. For the under 30 group, Concern for Persons was evaluated slightly higher than Commitment, Nurture and Renewal. For both groups, however, the differences in mean scores of the top ranked goals were not significantly larger.

2.1.1 Differences in Support for Commitment, Nurture and Renewal

In the preceding paragraph the concern was with the relative rank assigned to the goals by the various subgroups. Here we are concerned with analyzing the differences in support for each of the goals which differing personal and social characteristics make when all of the characteristics are considered simultaneously.* In addition to race, sex, age, and position in the church (laity or minister), we have also included a person's self-ascribed theological position, attitude toward the church's involvement in social, political and economic issues, degree of attendance at worship services, support for the church financially, educational level, and size of the community of residence. The results of this analysis are in Table 6.

Several generalizations can be made about significant characteristics differentiating those supporting the goal of Commitment, Nurture and Renewal. Older age groups are stronger in their support than younger persons, as are also those more regular in their attendance at worship and who are larger contributors financially. There is also more positive support by women than men, by ministers than by laity, and by those more conservative theologically. There is no significant difference in support attributable to educational level, race, community size, or attitude toward the church's involvement in society.

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*The technique used is a multiple regression analysis, which is a powerful multivariate statistical technique.

2.1.2 Program Goals Related to Commitment, Nurture and Renewal

The basic goal of Commitment, Nurture and Renewal is more concretely expressed in several program goals. In Table 5, the mean scores of the importance ratings given to these goals by the various subgroups are summarized.* It would be too lengthy to comment on the rankings by each subgroup; however, the reader will find it instructive to examine the table with care.

It will suffice to say that without exception, Western North Carolina Methodists are deeply concerned to emphasize the importance of the church school teacher, and to provide better training in teaching methods and in the use of the curriculum. This was not only first in importance of all the program goals grouped under Commitment, Nurture and Renewal, it was also the highest ranked program goal of the entire list of fifty-two. In a number of comments written in the margins, this was further emphasized with calls for more biblically oriented teaching and more adequate theological training for lay teachers. Thus, it would seem that programs relating to this goal have a very strong mandate in the years ahead.

Black Methodists are also deeply concerned about the recruitment of more candidates for the ministry, especially blacks and female candidates.

For all groups except the under 30 age group, there was a considerable mandate also given for training in the theology and methods of evangelism. The concern especially is that evangelistic theology and methods be those which are appropriate for our day, which recognize differences among people, and try to meet them where they are. Evidently, however, the use of community-wide busing systems to bring people to church is not among the methods highly valued. It ranked lowest in importance of all of the goals in the group. While the word "busing" may have

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*The actual statements used in the questionnaire were too long to be repeated in the tables. However, in Table 7, we have included relatively full excerpts from the statements. The numbers in parentheses beside the items indicate the appropriate statement for ease of comparison. The urgency ratings have been omitted here since they closely resemble the importance ratings. Table 8 includes overall urgency ratings.

triggered some negative evaluation without an understanding of the question, written comments suggest that much of the rejection stemmed from a belief that there are better methods to bring people to church than operating a fleet of buses to cover a community. "Car pools sharing transportation" was one suggestion.

Improved confirmation classes are also a concern of most of the subgroups; furthermore, for the under 30 age group, there is a strong expression of support for an increased number of small group experiences which allow the sharing of personal concerns in a supportive community. This was especially the plea among younger marrieds in marginal comments.

2.2 Concern for Persons

As a basic goal of the church, the expression of a Concern for Persons through the life and mission of the church was ranked in importance just below the goal of Commitment, Nurture and Renewal. This was generally true for all Districts (Tables 3,4).* It was also second in importance for all of the subgroups (Table 5) except for blacks and the under 30 group, for whom, as previously noted, it was first in importance.

What these opinions express is a strong concern that the church's life and ministry be person-centered, helping persons to grow in their acceptance of others and to aim at freeing persons from oppression of spirit and body. There is also a concern that Christians be encouraged to participate in church and non-church sponsored programs that serve persons, and that programs be instituted that aim at reforming social institutions so that persons are treated with dignity. These concerns of considerable importance in light of basic trends which have been taking place and which are likely to continue into the future. For example,

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*In Table 3, where mean scores are given, Winston-Salem Forsyth gave Relevant Theology slightly higher emphasis than Concern for Persons, but in Table 4, it was most frequently ranked as second most important by respondents from this District.

rapid social and technological change, the increasing size and complexity of bureaucratic organizations in which most people work, the unabated population movement to large urban centers, and the increased number of services taken over by governmental agencies are but a few of the trends which have had both good and bad consequences, but which have profoundly affected persons.

2.2.1 Differences in Support for Concern for Persons

As with the other goals, we analyzed the differences in support for the goal of Concern of Persons which various personal and social characteristics of the respondents make when taken together (Table 6). The strongest support for this goal comes from those who are concerned that the church be involved in social, political and economic matters, and who are generally moderate to liberal theologically. Females are stronger in their support for the goal than males; also ministers than laity and blacks than whites. There is less support for this goal by those who are larger financial contributors to the church. Finally, both younger and older persons are stronger in their support of the goal than are those in the middle age categories. (This age relationship is made especially clear in Table 7 in the comparison of mean scores for the four age groups.) Differences in support for the goal are not related to community size, level of education, or degree of attendance at worship.

In general, this profile gives important clues to those who are concerned that the church express a ministry to persons. It, also, provides some interesting contrasts with the profile of those supporting the preceding goal, Commitment, Nurture and Renewal. These contrasts will be noted below.

2.2.2 Program Goals Related to Concern for Persons

Nine program goals seem especially related to the basic goal of Concern for Persons. Table 5 reflects differences in the importance attributed to the program

goals by subgroups. The table reveals considerable differences among the subgroups, several of which will be noted.

The program goal ranked first by a majority of the subgroups calls for an examination of the allocation of church finances at all levels to make certain that financial commitments reflect human needs. Also highly evaluated by several subgroups is the goal of initiating and expanding special ministries to retarded, deaf, hospitalized, and imprisoned persons and to those in the inner city.

For black members of the Conference, the priorities are somewhat different. Programs encouraging interracial group meetings in normal settings to promote improved racial understanding is most highly evaluated. However, for whites, this goal is tied for last place in importance. It is clear that blacks perceive the need for better understanding to be of considerably more importance than do whites.

Other program goals receiving high ranking include the use of buildings, facilities and personnel in the provision of services to the needs of persons in the communities. Also, there is some concern to increase the number of persons afforded residence by the Home for the Aging. Somewhat surprisingly, in view of the trends taking place in work life and leisure (see especially the report to the Priorities Committee by Charles Ratliff), there is little concern for the devleopment of ministries in these areas of life.

2.3 Relevant Theology

Third in overall rank among the basic goals is the concern for a Relevant Theology (Tables 3,4). It should be noted that almost equal in rank is the goal concerning New Ways of Operation, and, in several of the Districts, the latter goal takes precedence.

The concern for a Relevant Theology expresses the need for understanding and communicating the enduring message of the Gospel in ways that are meaningful for contemporary life and experience. This is not, as the Program Council Report to General Conference pointed out, an endorsement of "faddism" in theology. Rather, it is a concern for a convincing contemporary expression of Christian faith and values that will enable persons to interpret their own lives and the events of our time in light of the Christian Gospel. There is considerable indication that such a relevant theology, enabling persons to understand their experience with reference to an ultimate context of meaning, is eagerly sought for by many persons today. The variety of flourishing religious movements, both Christian and non-Christian, is one indication of this search. But the fact, for example, that these movements are frequently outside the organized church is an indication that, to a large extent, the church is failing to meet the challenge.

The importance of this goal is affirmed not only by those surveyed in most of the Districts across the Conference, it is also given relatively high emphasis by the District and Conference Councils on Ministries (Tables 3,4).

When the subgroups are compared (Table 5), the goal is ranked third in importance by local church leaders, ministers, whites, males, and those who are under 50 years of age. Most of the differences between the means of those in the various subgroup categories are relatively small. Thus, for all subgroups, the goal is given a relatively high importance rating.

2.3.1 Characteristics of Those Supporting a Relevant Theology

Only three statistically significant differences (those not expected by chance alone) emerged when we analyzed the effects of varying personal and social characteristics on support for the goal of a Relevant Theology. Those who rate themselves more liberal in their own theology are also more likely to consider Relevant Theology important as a basic goal of the church. Also, those who come from larger communities are more likely to support the goal. Women are also slightly more supportive of the goal than are men. Otherwise, there are no statistically significant differences in support of the goal attributable to the other characteristics tested.

While the positive relationship between those who are already more liberal theologically and support for the goal is not surprising, the importance of community size should be noted. It is in the larger communities, where social and cultural changes are most apparent and most likely to be experienced personally, that the importance of a relevant theology is most strongly felt. With the population movement to urban areas revealed in other reports to the Priorities Committee, there seems to be indicated a need for programs which take seriously this goal.

2.3.2 Program Goals Related to Relevant Theology

When the six program goals that seem most closely related to the basic goal of a Relevant Theology are compared, there is a fair amount of agreement by all subgroups examined as to the relative importance of the program goals (Table 5).

For all subgroups, with the exception of the under-30 age group, highest priority is given to programs which interpret stewardship more effectively, especially as it relates to giving. Conference members seem to be saying that a relevant theology of stewardship, which will help persons to understand the "why" of giving, is badly needed. It should also be noted that some commented that reluctance in

giving to the church could be overcome, not only by a more relevant theology of stewardship, but also by an increased confidence in church leadership.

Those under 30 years of age are not as strongly concerned with the program goal relating to stewardship (though it takes second place). Rather their top priority is with communicating those elements of Christian faith which view change and the future as occasion for hope and promise rather than reasons for threat. This goal is also viewed as second in importance by most of the other subgroups.

Strong support is also generally accorded to development of closer working relationships between seminaries, college religion departments, and the Annual Conference in developing an adequate theological expression for contemporary needs and issues. Least importance is assigned by most of the groups to conference-wide participation in mission study themes of the church.

2.4 New Ways of Operation

A widespread concern among most organizations today is with developing more effective ways of operation. There is a concern to find more effective means of accomplishing the basic purposes of the organization while at the same time being responsive to the needs of persons in the organization. An increasing recognition of this need is also evident in the church. Rather than downgrading organizational structures and administration as necessary evils on the one hand, or allowing organizational operations to become ends in themselves on the other, many are recognizing that organizational structures and administrative procedures are important means to the end of proclaiming the Gospel. The church witnesses, not only by what it says, but by its methods of organization and administration. Such methods include planning, decision-making and communication, as well as flexibility and openness in methods of operation to meet changing circumstances in a responsible and effective manner.

Western North Carolina Methodists acknowledge the importance of the goal of New Ways of Operation. In all Districts and in the Councils on Ministries, the mean importance scores are relatively high, and in some instances the goal is ranked third among the seven goals.

Among the various subgroups (Table 5), it also is generally rated as quite important, especially by lay members, as contrasted with lay leaders and ministers, by blacks in comparison with whites, by females in comparison with males, and by those over 50 years of age. Some of these differences among categories in the subgroups are, however, relatively small.

2.4.1 Differences in Support for New Ways of Operation

In general, the more detailed analysis of the effects of differing personal and social characteristics on support for the goal (Table 6) confirms the differences noted in the preceding paragraph. Older persons, blacks and women are significantly more likely to rate the goal as important. Also, there is a negative relationship between level of education and support for the goal. Otherwise, none of the other personal or social characteristics is significantly related to support for the goal.

2.4.2 Program Goals Related to New Ways of Operation

Among the 52 program goals evaluated by survey participants, 15 of them seem to express a concern for New Ways of Operation and have been grouped under this heading (Table 5).

Two of these program goals receive strong support by the majority of the subgroups analyzed. On the one hand, there is a concern that the Conference seek better and faster methods of "feedback" and encourage the flow of information and ideas back up through church channels. While this goal is first in importance for lay leaders, whites, men, and all age groups under 60 years, and second in importance for lay members, blacks, and women, it is eighth in importance for

ministers and seventh for those over 60 years of age. The reason for the relatively low rank given this goal by the older members is not immediately apparent; however, it seems significant to note that ministers are not as concerned with better communication as are most laity. While this difference is perhaps understandable, it points to an apparent failure in communication between various levels of church leadership and laity in local churches. Western North Carolina Methodist laity are asking for better communication between local church members and various levels of leadership.

On the other hand, another new organizational structure is noted as highly important by most groups in the Conference. There is a strong support for Regional Pastoral Counselling Centers to expand individual, marriage and group counselling, as well as to facilitate the personal growth and training of ministers. Obviously the program goal also reflects the basic goal of Concern for Persons.

Among ministers, the program goal accorded greatest importance is the establishment of a Conference policy directing each charge to pay separately the cost of church related expenses incurred by the minister in carrying out the work of the church (travel, telephone, office material, etc.) rather than including these expenses as a part of the minister's salary. This goal received only moderate support from most of the subgroups; however, it is evident that it is of considerable importance to ministers. One person wrote that "This goal is of utmost importance <u>immediately</u>, especially for those on low salaries." Another person, while supporting the need for some action, felt that it should be a local church rather than Conference policy.

Uniformly lowly evaluated is the program goal which would restrict minimum salary claims to churches which have undertaken an every member stewardship program and explored the possibility of merger or cooperative ministry with another church. Even lower is the evaluation of the goal to provide yearly physical examinations

for all personnel in Conference connection.

In view of the rather large number of program goals under the heading of New Ways of Operation, it has been impossible to take note of all of tnem in this summary. Therefore, the reader may wish to study the evaluation of the other goals under this heading in Table 5.

2.5 Concern for the Quality of Human Life

Although ranked fifth out of the seven basic goals (Tables 3 and 4), Concern for the Quality of Human Life nevertheless was evaluated as quite important by a large number of Western North Carolina Methodists. There is widespread concern and often frustration and despair over threats to the universe and to the quality of life. Issues of war and violence, of environmental destruction, of overpopulation, of hunger, poverty and substandard housing, of unrestrained technology, and of the promises and threats of new medical advances raise concerns over the quality of human life. What is church's responsibility? Do Christians have a calling to share in God's concern and care for the universe and for human life?

When responses of subgroups are examined (Table 5) blacks give higher evaluation to the goal than do whites. For ministers, the goal is tied with Relevant Theology as third in importance. Those under 30 rank the goal as fourth in overall importance. In general, however, there are not significant differences in the mean scores among the various subgroups.

2.5.1 Differences in Support for Concern for the Quality of Human Life.

A number of personal and social characteristics make significant differences in the degree of importance attributed to the goal (Table 6). Those who believe in a more socially involved church and those who are more liberal theologically are more supportive of the goal. Blacks support it more strongly than whites, and ministers rate it as more important than laity. There is a tendency for the older age groups to be more supportive than the younger groups. The breakdown of

mean scores by age (Table 5) indicates that the 30-49 age group is lowest in their support of the goal. There is also a slight negative relationship between level of education and support for the goal. Sex, financial support, attendance at worship, and community size make no significant difference in support of the goal.

2.5.2 Program Goals Related to the Concern for the Quality of Human Life

In grouping program goals under the seven basic goals, several could have been placed under more than one basic goal. Thus, while we have included only three program goals under Concern for the Quality of Human Life, several others are closely related to the topic.

For all groups, except for blacks and those under 30, the top ranked program goal is one which specifies ways of dealing with the basic goal. It asks that the Conference and the churches form theological reflection/action groups with special interest in the issues of the quality of life (such as war and peace, poverty, environment, medical care, etc.). It asks also that attention be given to discovering the responsibility of Christians in meeting the issues.

While blacks and those under 30 accord second place to the above mentioned goal, their top priority is given to the need for churches to engage in and help sponsor public festivals that promote such human aims as peace, justice and environmental protection. Both of these groups deem it to be important that these Quality of Life issues receive symbolic public support. In terms of mean scores, church members and leaders, whites, both men and women, and the two middle age categories ranked this goal significantly lower than the remaining groups. There is some support from ministers and from the older age group.

The program goal related to Quality of Life accorded the lowest priority calls for study and discussion of the moral questions involved in new medical technology and practices such as organ transplants, genetic control of life in the laboratory,

etc. Only ministers tended to rank it as somewhat important. It may be that many people have not yet identified these as moral as well as medical issues; however, for whatever reasons, most people rate the goal relatively low.

2.6 Concern for Justice and Development

We have seen earlier that Conference members attribute rather high importance to the goal of Concern for Persons. That goal expresses primarily a focus on ministry to individuals in their various needs. The basic goal of Concern for Justice and Development likewise expresses a concern for persons; however, the concern is focussed on the need for confronting and changing social structures, where these structures are viewed as unjust and oppressive. There is also included a concern for enabling powerless peoples over the world to develop and move toward goals of their own choosing.

This distinction between ministry to individuals and ministry in relation to social structures seems in actuality to be primarily a matter of emphasis. In the last analysis, it is virtually impossible to minister in any vital way to individuals without also becoming concerned with the social situation which affects the way they live. Likewise, as previously noted, the aim of confronting and changing social structures is to benefit individuals who are hurt or oppressed by the structures. Nevertheless, it is clear that this is an issue which has created considerable conflict in churches across the nation. Generally, large numbers of church members have been willing to accept concern for individuals as a basic goal of the church, while rejecting a more socially focussed ministry. This tension is currently causing deep rifts in some denominations (e.g., the Presbyterian Church, U.S.) and it cannot be taken lightly. At the same time, the injustice and oppression experienced by many persons (poverty, racism, war, colonialism, etc.) are systemic in nature, and they must be confronted by social action if they are to be alleviated. Thus it is of some importance that the Annual Conference consider carefully its commitment

to the goal of Concern for Justice and Development and to programs related to it.

As those who have been victims of an unjust and oppressive social system, black members of the Conference are much more sensitive to the importance of the goal than are white Conference members (Table 5). For blacks, Concern for Justice and Persons are both highly evaluated, and the difference in means between the goals is quite small. Other subgroups generally rank the goal as sixth or severth in importance, and the differences in their mean scores are not especially large.

2.6.1 Differences in Support for Concern for Justice and Development

When the various personal and social characteristics are considered simultaneously in their effects on support for the goal, there are several significant differences which appear (Table 6). As might be expected, the most discriminating of all the characteristics is the concern for the church's involvement in society. Those who favor a socially involved church strongly support the goal. Only slightly less important in support for the goal is race, with blacks, as previously noted, stronger in their support than whites. Those more liberal in theology also are supportive of the goal. The same is true for those in the older age brackets, for women in comparison to men, and for ministers in comparison to laity. There is also a slight negative relation between level of education and support for the goal. There were no significant differences attributable to community size, to level of financial support, or to degree of attendance at worship.

In general, this profile of those especially supporting the goal of Justice and Development reveals few surprises. The number of significant differences in support for the goal does indicate some variation of opinion to which attention may

need to be directed in planning related to the goal.

3.6.2 Program Goals Related to a Concern for Justice and Development

Seven program goals seem especially related to Concern for Justice and Development. Table 5 summarized the mean scores of each program goal by the various subgroups. Not surprisingly, the first priority of black conference members is given to the goal of ensuring racial inclusiveness in the Conference, Districts and in local churches, especially in leadership positions. That same goal is ranked sixth out of seven by whites. Other than this difference, there is considerable agreement regarding the relative importance of programs relating to Justice and Development.

For most of the subgroups high priority is assigned to promoting and speaking out for Christian understanding of the struggle for human dignity and self-determination of peoples at home and abroad. Both lay members and lay leaders give it top priority, as do whites, women, and the middle age categories. It is second in importance for ministers, men, those under 30, and age 60 and over.

There is also strong support given programs aimed at changing attitudes and institutional systems that discriminate against poor nations, poor persons, the young, the aged, women, and minority groups. Likewise, relatively strong endorsement is given to the goal of developing ecumenical mission task forces at the local level, giving special attention to community needs before they become crises.

The proposal that the Conference adopt a policy that investments by Conference agencies be made in institutions that are socially responsible was generally ranked fifth in importance by most subgroups and drew mixed reactions in marginal comments. Some felt that the Conference should make return and growth the primary criteria and not social responsibility. One person said that "the church has no business in attempting to use financial or political leverage to enforce the views of church

leaders on anyone." Another, on the other hand, advocated selling the stocks and bonds to alleviate human need.

2.7 Concern for Human Culture

St. Paul affirmed that "In this new man of God's design there is no distinction between Greek and Hebrew, Jew or Gentile, foreigner or savage, slave or free man. Christ is all that matters, for Christ lives in them all." (Colossians 3: 10-11, Phillips translation). This affirmation is the basis for the goal of Concern for Human Culture. Today, the categories in St. Paul's words might be translated to references to differences in present day life styles, cultural patterns, and racial and ethnic traditions, but the affirmation is still the same that there is no distinction because "Christ lives in them all." The implication of this is that the Christian faith does not require that everyone think and act alike, and that different points of view and traditions, if shared and listened to, may enrich one another and deepen insight into the meaning of the Christian faith and life. Given the many divisions that exist in our highly pluralistic society, the witness of the church in crossing cultural walls is of considerable significance.

In spite of the apparent importance of the goal, Western North Carolina Methodists tended to rank it lowest among the seven basic goals. (Tables 3 and 4). While the mean scores are relatively high, the goal is not seen to be as important as the previous six goals.

Among the various subgroups (Table 5), blacks and the under 30 age group tend to evaluate it more highly than the other groups. The differences in means for the other groups are not large.

2.7.1 Differences in Support for Concern for Human Culture

In the simultaneous analysis of the importance of the various personal and

social characteristics for support of the goal, three characteristics are of almost equal importance. They are positive attitudes toward church involvement in society, being black, and being moderate to liberal theologically. Females also support the goal more strongly than males. There is a negative relation between the degree of giving to the church and support for the goal. Otherwise, there are no significant differences attributable to educational level, age, community size or attendance at worship.

2.7.2 Program Goals Related to Concern For Human Culture

Three program goals are especially related to the concern for human culture; although, there are others grouped under other basic goals which are somewhat related. Table 5 contains the ratings of these goals by subgroups.

There is almost unanimous concern that the most important program goal in this group has to do with the area of marriage and the family. The Conference and local churches are asked to encourage understanding of the changes affecting marriage and the family and to develop programs that encourage and support the integrity of family life. Not only is this goal highly ranked in relation to the others under Concern for culture, it is also second in importance of all of the 52 program goals evaluated, both in importance and urgency (Tables 7 and 8). Western North Carolina Methodists are evidently deeply sensitive to the issues reflected in the goal and urgently request help in meeting this need.

For blacks responding to the survey, first priority (slightly ahead of changes affecting marriage) is assigned to the need for recognition and acceptance of a variety of life styles, concerns and needs (such as the black experience, youth culture, ethnic groups, single persons, and retired persons). There is also the concern that these life styles, concerns and needs be incorporated, where consistent with the Christian Gospel, into the life of the church. In addition to blacks, those

under 30 also give strong support to this program goal.

The program goal ranked lowest by all in this group of three calls for the development of dialogue sessions between groups and individuals to promote communication and understanding, such as between parents and children, whites and minority persons, and men and women. Greatest support for this goal comes from blacks, ministers, and those under 30 years of age. There are fairly significant differences between the means of these three subgroups and the others included in the analysis. The emphasis given to this goal by both blacks and youth no doubt reflects their concern that the black experience and youth culture respectively receive recognition and appreciation by other groups in the church.

2.8 Summary

In this section, which constitutes the major part of the report, one purpose has been to assess the relative priority assigned the seven basic goals by the various sample groups. The analysis of the program goals grouped according to the basic goals has also been undertaken. On the one hand, there appears to be some consensus among the various groups about general emphases and directions for the Conference and about some specific program goals. On the other hand, several rather consistent differences in attitudes toward the goals have begun to emerge which indicate the differing concerns of blacks and whites, men and women, young, middle and older adults, ministers and laity, conservatives and liberals. These similarities and differences have important planning implications; however, further discussion of them will be most appropriate in the conclusion of the report.

3. OVERALL ASSESSMENT OF THE IMPORTANCE AND URGENCY OF PROGRAM GOALS

3.1 General Comments

Having analyzed the program goals in some detail with reference to their

relationship to basic goals and to the various groups supporting the goals, we turn in this section to a consideration of the overall ranking of the 52 program goals in terms both of their importance and urgency. Because it would be considerably repetitious and lengthy to comment on the rankings of the goals, only a few general comments will be made. A detailed study of the tables reflecting the overall importance and urgency ratings can best be undertaken by the reader.

Tables 7 and 8 contain these ratings. To make the analysis more meaningful, we rearranged the goals in the order of priority attributed to them by the church sample (using the size of the mean score for each item relative to the others as its rank). Further, we have broken the program goals into quartiles according to their ranks as another device to aid in assessing relative importance. Also, we have included the means for the District and Conference Councils on Ministries (the right-most columns in each table). Finally, we have broken down the church member sample by districts so that it is possible to study the way in which respondents in individual districts rank the goals.

The tables are complex, but they contain considerable information for those making the effort to study them carefully. Several general comments may be made concerning them.

First, there are not sizeable differences between the ranks of the goals by importance and urgency. The mean scores of the urgency ratings tend mostly to be lower than those for importance, but their relative ranks are to a considerable degree similar. It is useful, nevertheless, to compare the two rankings for particular goals to gain some insight into the thinking of Conference members and leaders.

In the second place, it is important to note differences between the church sample responses (both size of mean and relative rank of the goal) and the District and Conference Councils on Minsitries. The priorities of these groups are not sharply at variance in their general tendencies; however, several specific goals

reveal significant differences. To mention but a few examples, Conference Council members are much more concerned, as might be expected, with the importance and urgency of revising the Annual Conference program than are those members represented in the church sample. District Council members rate stewardship concerns higher than the other groups in both importance and urgency. The church sample rates the two goals regarding expansion of the services of the Home for the Aging and Children's Home as more important and urgent than do the Conference or District Councils, while reorganization of higher education institutions is more a concern of the Council members. Insuring racial inclusiveness at all levels of the church is of greater concern to both groups of Council members than to the church sample members. Likewise the Councils, who have a large number of ministerial members, tend to rate ministry concerns higher and more urgent than do those in the church sample. While other differences could be noted, this will suffice to indicate that differences do exist. Further, since much District and Conference planning is entrusted to the Councils on Ministries, the members of these Councils may find it of considerable importance to note points of difference and similarity between themselves and the general memberships of the church.

3.2 Additional Program Goals Suggested by Members

At the conclusion of the section in the questionnaire asking for rating of the program goals, respondents were asked to write in other program goals which they believed to be important. The following are representative of the longer list* and are generally reproduced as they were written in:

> Study religious movements, i.e., Jesus People, etc. ....Establish special Schools of instruction for ministers on how to make sermons come alive and relate instead of boring, college professor type lectures. ....Encourage and support the organizing of more UMYF subdistricts. ....Have better

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*The Priorities Study Committee has the full list and has studied it in relation to its work.

guidelines for churches for salaries of Educational Assistants and Directors of Christian Education. ....Churches need to buy acreage nearby for "breathing and working" space to be used for day camping, ecology, recreation, family camping, etc. ....Devise several plans for making church school a "school" of Christian nurture and commitment including format, technique and easier materials. ....Insecure ministers need help in encouraging former laymen to "turn them loose" when the ministers move to other parishes. ....Help for ministers in planning retirement and ways to use leisure time. ....Study abortion. ....Develop district family type camping facilities. ....Encourage a national study to discover why teens and young adults drop out of church. ....Keep a closer watch on inactive members who do not attend church regularly or contribute. ....Exchanges of pulpits between black and white ministers. ....Need more ministers who preach hell hot and heaven sure and real. ....Encourage day care centers in local churches. ....More emphasis on Bible study.

4. OPINIONS CONCERNING SELECTED ISSUES FACING THE CONFERENCE

The major purpose of the survey was to survey opinions regarding new directions for Western North Carolina United Methodism. There were, however, several existing procedures, programs and institutions of the Conference concerning which opinion of the membership was desired. This section interprets some of the findings of this part of the survey which are summarized in Tables 9-11.

4.1 Decision-Making in the Church

A crucial issue facing almost every organization today including the church, is the question, "Who governs?" How and by whom are decisions made? How and by whom should they be made if the church is to be effective in fulfilling its mission? These are extremely difficult questions for which there are no easy answers. To discover how Conference members and leaders believe that decisions are made affecting local congregations, and what they believe about how decisions ought to be made, two questions regarding perceived actual and ideal decision-making were asked. The results for the church sample (also broken down by district) and for the District and Conference Councils on Ministries are summarized in Table 9. The figures in the table are mean scores (based on a scale from one to five) reflecting the amount of influence each of the various potential decision makers is perceived

actually to have or ideally should have. One way of reading the two sections of the table is by comparing within each section and for each potential decision-maker the differences reflected in the church member sample's ratings as compared with the two Councils on Ministries. The second way of reading the table is to compare the differences in means between the actual and ideal decision making pattern for each of the three sample groups. Some of the more interesting differences are as follows.

First, it can be seen that those in the church member sample perceive themselves as individuals to have much less influence in decision making than the District and Conference Council members perceive themselves to have. While this is no doubt an accurate perception, since District and Conference Council members do have more influence, it is clear from the second part of the table that church members want more personal influence than they actually have. There is little desire for more influence by members of the Councils.

Second, as for congregational influence (excluding lay officials), the Conference Council members perceive congregations to have little influence, and the mean score for the church member sample is not very much higher. All groups strongly desire more congregational influence in decision-making affecting the local church.

A third finding is that the Annual Conference is viewed as having more influence at the local level by the church members sample than by the District and, especially, the Conference Councils. The same pattern is true, even more markedly, regarding the influence of the national United Methodist Church (the General Conference). Furthermore, the church member sample desires somewhat less influence of the Annual and General Conferences on local congregations, but the District and Conference Councils desire more influence by the Annual and General Conferences. The differences are not large, but they indicate divergence in opinion which may be of importance for the effective functioning of the Conference in the future.

In particular what these various findings seem to indicate is a desire on the part of rank and file members of churches to have more influence on the decisions affecting local congregations. The gap that the data reveals between perceived and desired influence suggests a degree of alienation, in the sense of powerlessness, on the part of many members which could lead to apathy and indifference. Members who feel that they have little or no voice in decision-making affecting their interests are considerably less likely to remain loyal and active in an organization. It should be emphasized, however, that the data do not reveal that local church members desire higher level decision-makers to have no influence. There is little apparent desire for local autonomy. What is reflected rather is a desire for greater sharing of decision-making, and, considering the findings regarding "feedback" noted earlier, there is especially a desire for more effective communication between the various levels of decision-makers in the church.

4.2 Theological and Social Positions

In previous analyses, we have used respondents' self-ascribed theological positions and their attitudes toward the involvement of the church in social, political, and economic matters as potentially important characteristics affecting opinions regarding the goals of the church. The first two sections of Tables 10 and 11 show the breakdowns on these issues by sample groups and districts (Table 10) and by the subgroups used in preceding analyses (Table 11).

What the replies reveal is that there is considerable difference of opinion in the Conference, both theologically and socially. The differences are significant between the church member sample and the District and Conference Councils, with the latter viewing themselves as more liberal theologically and socially. Ministers and leaders view themselves as liberal theologically more than do members, and ministe more than leaders. The same pattern exists for social involvement. Blacks are more liberal theologically and especially socially than whites. While the table

does not show significant differences between males and females, the fact that ministers, who are relatively more liberal, are in the male category along with laymen, obscures differences between laywomen and laymen. Such differences showed up consistently in previous sections of the report. Age differences are not particularly large; although, there is a slight tendency for youth to be more liberal than older groups.

4.3 Methodist Related Colleges

Opinions were solicited about various options open to the Conference as it considers the future of United Methodist supported colleges (Table 10, #5; Table 11, #3). Several sharp differences are evident, especially between church members and the District and Conference Councils. The latter are considerably more likely than the former to recommend consolidation. Church members are more prone to favor maintaining the colleges with increased support from the Conference or from government subsidies. There is little sentiment for turning the colleges over to the state. Differences of opinion also are evident between the various subgroups, especially between ministers and laity, with the former much more likely to support consolidation.

A number of comments were written in regarding the colleges. Some of the more representative are as follows:

> Do not let church colleges lose their identity as church colleges. Make them different from state supported colleges. ....Maintain all colleges but with some kind of joint administration. ....Consolidate all into one university with branches, each of which specializes in one or two areas, but one administration. ....Church supported colleges are too high for the average person. ....I support only a truly evangelical Bible college where the identity of Christ is known and felt. ....Please don't merge our good 4-year colleges. ....Maintain all colleges with support based on the number of Methodists attending that college. ....The one with the highest percent gets the most money.

4.4 Payment of Ministers' Salaries

Considerable discussion in the hearings held by the Priorities Study Committee centered around the issue of alternative methods of paying ministers' salaries. A list of alternatives was included in the survey, and respondents were asked to indicate the one they preferred. Only three of the six listed received much support by any groups (see Table 10, #6; Table 11, #4).

The most frequent response for both the church member sample and the Conference Council was to maintain the present policy of salaries set and paid by the local charge. There was also some support for a modified uniform salary set by the Conference with increments based on years of service and family needs. This option was slightly more highly favored by the District Councils than other options. Finally approximately two out of ten responding favored a basic salary set and paid by the Conference with the local charge having the right to supplement.

When subgroups were compared, the same three proposals received the majority of the support. Ministers tended considerably more strongly than laity to favor a modified uniform salary. This was also true for the under 30 age group. Blacks more strongly favored the basic salary proposal than whites.

Various comments were written in regarding these proposals. The following are some typical ones:

> Modified uniform salary set by the conference with additions based on years of service and intellectual advancement. ....Ability should be considered. If a young minister is as capable or better than an older one, he should be paid according to his ability, not the time of service. ....A basic salary with additions based on a minister's effectiveness in reaching agreed-on goals. ....Act now and increase minimum salary to cost of living level with increments for years of service and number of children, plus retirement home plan, and permit local churches to pay as much salary as they can after paying larger minimum salary asking. ....I think it is time to pay all ministers sufficient salary to live and maintain a home. Eliminate the parsonages. ....Let each church pay what they can; ministers are no better to work than ordinary people. ....I favor a volunteer ministry with no salary. This would bring in the minister that is truly interested in helping his people and not himself. Expenses should be paid by congregation.

4.5 Proposals Regarding the Children's Home and Home for the Aging

Identical questions were asked concerning both the Children's Home and the Home for the Aging (Table 10,#7,#8; Table 11, #5,#6). Respondents were asked to indicate their preference for one of several proposals. Should the Conference maintain the status quo; should it expand the present facilities; should it leave the present facilities the same and build additional homes in other parts of the state; should it both expand the present facilities and build new ones; or should it turn over the entire operation of both homes to the state?

The majority of Conference members of all groups favored some form of expansion for the Home for the Aging. There was a similar concern for expansion of the Children's Home; however, Conference Council members were moderately supportive of the status quo. Very few in any of the groups favored turning either facility over to the state to operate.

In general, for both of the facilities, the opinion is rather equally divided among the three expansionist options. There is slightly less support for building a new Children's Home elsewhere in the state than there is support for a second Home for the Aging.

Typical comments written in are as follows:

> Care for the Aged: Secure retirement homes owned and maintained for use by retired pastors and their families. ....Care for the elderly in the mountain area nearer their home. ....Have district homes for aging with two or three strategically located nursing centers. ....I feel we should build more homes for the aged in all sections of our Conference. There is a great need for this ministry.
>
> Care for Children: Appropriate more funds to operate the present facility and improve the quality of care. ....More individual attention for children; the Children's Home is sadly lacking. ....Give them a little love, damnit!

4.6 North Carolina United Methodist Advocate

Considering the importance earlier attributed to communication and "feedback,"

evaluation of the North Carolina United Methodist Advocate should be of interest. A question was also included asking whether the respondents were Advocate subscribers (Table 10, #9,#10; Table 11, #7).

While over half of the church members sample are not Advocate subscribers, almost all of the Councils on Ministries respondents are subscribers. When we checked to see if being a subscriber affected the evaluation made of the Advocate, there was no significant difference apparent. In general, the majority of the members of the Conference evaluate the Advocate as somewhat or very effective. Blacks are especially favorable in their evaluation. The largest group having a more negative evaluation (either somewhat or very ineffective) is ministers (30%).

5. CONCLUSION

To attempt a summary of the findings would not only lengthen the report unnecessarily; it would also be extremely difficult, given the considerable amount of data that has been reviewed. What will be presented instead are conclusions that seem to be suggested by the numerous findings reported above, and which seem especially pertinent to the work of the Priorities Study Committee and those responsible for Conference planning. Perhaps the most obvious conclusion is that the pluralism of contemporary American society is very much reflected in the Western North Carolina Conference. Whites and blacks, males and females, ministers and laity, young and old have differing concerns and priorities. Additionally, there are differences between theological and social conservatives and liberals which cut across the other distinctions. It would be misleading to suggest that this pluralistic mixture is on the verge of explosion or open conflict. There is considerable general agreement on the relative importance and urgency of various basic and program goals. Nevertheless there are differences in emphasis to which Conference planners should be sensitive.

Black members of the Conference, for example, are very much supportive of the Conference programs. Indeed, in most cases, they tend to evaluate programs more

highly than whites. However, we saw time and again that there are certain issues which strikingly distinguish the priorities of blacks from whites. Those issues, as might be expected, have primarily to do with concerns for racial inclusiveness, for justice for blacks and other oppressed minorities, for understanding between the races, and for appreciation of the black experience in the church. Given the overwhelming number of white members in proportion to blacks, it would be easy for the Conference to pay little heed to black concerns, especially if these survey findings were to be used as a kind of vote. However, it would be a gross misuse of the findings to do so. Instead, the findings provide an urgent reminder that the interests and concerns of blacks and other minorities must not be overlooked in the press of planning for the years ahead.

In addition to the special concerns of blacks, there is also some indication that youth and young adults have differing perspectives on conference priorities than do the older age groups. Unlike blacks, youth are not a minority. The under 30 group constitutes a majority of American society. Unfortunately, as we have noted, for reasons about which we are not entirely clear, youth were not adquately represented in our sample. Had they been, the differences in priority concerns would likely have been sharper. As it is, the concerns of the youth and young adults who participated reflected the strong desire for the acceptance of new life styles, for more relevant worship and theology, for attention to the quality of human life, for meaningful community life in small group experiences, and other concerns which were not as important to many older members surveyed. The relative absence of youth in the leadership groups of the Districts and Conference makes it essential that those leaders take note of these concerns expressed in the survey as they plan for the years ahead. This is not to suggest that other age groups can be ignored. The elderly also are a sizeable segment in the church whose needs are frequently neglected. The survey points up some of their concerns which should be important in the planning process.

Women also come to the fore in many instances as having different priorities and concerns than men. In general, they expressed somewhat more liberal theological and social positions, including support of issues reflecting this more liberal stance. While this is not capable of documentation from the survey data, these differences may reflect the influence of the United Methodist Women (WSCS) which has generally given emphasis to the church's responsibilities in national and world contexts. Since women constitute a majority of the membership of the church, these differing interests and concerns cannot be overlooked by the still male-dominant District and Conference leadership.

There are also the differences between ministers and laity which were brought out by the survey. Since a majority of the ministers surveyed held leadership positions in the District and Conference Councils on Ministries where much of the planning and decision making takes place, the differences are even more significant. Many, although clearly not all, of the laity are less liberal theologically and socially then are the ministers. They are, consequently, frequently less willing to give priority to programs involving social action and challenge of social institutions and practices. Laity are more likely to view the church as a center of refuge and comfort, where support and community life may be found in the face of the frustrating and baffling changes occurring in our society. Just as the concerns of the others mentioned above cannot be ignored, neither can concerns of those who look to the church as a source of comfort and support, as a "rock in the midst of a weary land."

Other groups with particular interests and concerns could also be mentioned. Furthermore, careful study of the District responses, which we did not interpret to any extent in this report, reveal considerable variation among Districts. Not all programs will be equally supported in every District. It does not seem necessary, however, to belabor the various differences in groups and Districts further. The

point should by now be clear. The church is a pluralistic community, and this strongly suggests that if the Conference is to be effective in its work in the years ahead, it must accept this pluralism as a norm of its life. It will give legitimacy to a variety of types of programs, religious involvement, and expressions which do not, in last analysis, do violence to the basic Christian norm of love. Such pluralism of program expressions will likely increase tension and conflict, but this need not be negative if it is recognized that some tension and conflict are natural aspects of life and growth. Further, unhealthy tension and conflict can be minimized by better communication and sharing between all levels of the church. (This survey represents one step in this direction.)

In addition to the conclusion regarding the concerns of the various groups and the need to accept pluralism, a closely related concluding observation may be made, tying the end of this report to the opening paragraph. It is obvious, as has been noted, that some program goals received lower priority than others. Yet, the trends discussed in the other reports to the Priorities Study Committee, as well as the theological statement concerning the nature and mission of the church, suggest that some of the lowly evaluated goals are aimed at meeting issues highlighted in the trend studies in ways responsible to God's mission for the church. Issues of racial and economic justice, of the quality of life, of acceptance of varying life styles, of new ministries to meet emerging needs are cases in point. They are somewhat more lowly evaluated by many members but represent possible ways of responding faithfully to present and emerging needs. What seems called for on the part of those responsible for charting the course of the Conference is neither to acquiesce to nor ignore the concerns of the members. Rather, not only members' concerns, but also emerging issues and the claims of the Gospel must be kept in perspective and in dynamic tension with one another. Such a perspective does not make for ease in the goal setting and planning process, nor does it insure success. It does, however, move

the church along the way towards faithfulness to God's purposes; and, in last analysis, this may be more important than apparent success.

TABLE 1. PROJECTED AND ACTUAL SAMPLE SIZE BY LOCAL CHURCH SAMPLE AND DISTRICT AND CONFERENCE COUNCILS ON MINISTRY, 1972.

District	Designated Sample Size	Number of Usable Question-naires	Percent Return	Council on Ministries	Conference Council on Ministries	Total
Albemarle	98	96	98%	10		
Asheville	131	88	67	10		
Charlotte	267	138	52	19		
Gastonia	174	96	55	22		
Greensboro	167	129	77	26		
High Point	122	126	103	4		
Marion	127	84	66	8		
North Wilkesboro	98	65	66	16		
Salisbury	122	98	80	22		
Statesville	179	135	75	19		
Thomasville	155	71	46	5		
Waynesville	98	58	59	12		
Winston-Salem Forsyth	125	83	66	22		
Winston-Salem Northeast	118	102	86	38		
Total	1981	1369	69	233	106	1708

TABLE 2. PERCENTAGE DISTRIBUTION OF RESPONSES REGARDING SELECTED BACKGROUND QUESTIONS BY DISTRICT AND BY DISTRICT AND CONFERENCE COUNCILS ON MINISTRY, 1972.

Question and Categories	Church Sample N-1369	Albemarle N-96	Asheville N-88	Charlotte N-138	Gastonia N-96	Greensboro N-129	High Point N-126	Marion N-84	N. Wilkesboro N-65	Salisbury N-98	Statesville N-135	Thomasville N-71	Waynesville N-58	Winston-Salem Forsyth N-83	Winston-Salem Northeast N-102	District Council N-233	Conference Council N-106
1. What is your sex?																	
Male	48	49	43	49	49	47	55	49	48	52	50	49	40	53	39	72	75
Female	49	48	49	49	49	51	37	49	51	46	49	48	58	40	61	24	24
No reply	3	3	8	2	2	2	8	2	1	2	1	3	2	7	-	4	1
2. What is your age?																	
Under 20	8	6	9	4	7	5	6	14	17	7	11	6	5	11	7	3	1
20-29	8	11	5	5	14	8	10	8	7	10	6	4	7	7	5	8	-
30-39	17	16	12	19	12	18	17	22	20	22	12	15	24	13	16	16	20
40-49	23	14	25	17	30	28	25	18	28	21	24	30	16	30	26	29	29
50-59	23	32	23	27	19	26	24	18	11	21	21	34	22	15	18	30	32
60-69	15	13	15	19	14	13	9	14	11	14	18	7	24	16	22	8	16
70 and over	3	3	3	6	2	2	2	5	6	3	7	1	2	-	5	-	2
No reply	3	5	8	3	2	-	7	1	-	2	1	3	-	8	1	6	-
3. What is your race?																	
White	92	100	92	78	87	88	83	100	100	100	100	100	100	77	90	84	92
Black	8	-	8	22	13	12	17	-	-	-	-	-	-	23	8	8	8
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-
No reply	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	-

TABLE 2 (continued)

Question and Categories	Church Sample	Albemarle	Asheville	Charlotte	Gastonia	Greensboro	High Point	Marion	N. Wilkesboro	Salisbury	Statesville	Thomasville	Waynesville	Winston-Salem Forsyth	Winston-Salem Northeast	District Council	Conference Council
4. What is the main occupation of the chief breadwinner of your household?																	
Professional (except minister)	18	17	18	22	20	21	7	14	15	13	14	14	24	39	21	11	26
Minister	6	5	6	3	6	5	6	6	6	8	5	13	12	4	5	55	49
Mgr., off., or proprietor	19	20	13	21	14	26	11	24	25	20	21	21	17	14	21	10	9
Government	4	2	12	9	2	4	6	2	3	1	2	3	2	4	1	3	-
Farm owner or manager	3	1	1	-	3	1	-	1	9	2	4	6	3	2	8	-	1
Craftsman, foreman, or operative	17	19	8	9	20	12	23	24	15	26	21	23	21	6	13	7	4
Sales or clerical	12	11	15	13	11	17	17	10	13	15	16	8	7	8	7	4	2
Service	3	3	1	2	6	3	10	-	-	1	1	1	2	5	1	-	-
Unskilled laborer	1	-	-	2	1	2	2	-	2	2	1	1	-	1	1	-	-
Other, no reply	17	22	26	19	17	9	18	19	12	12	15	10	12	17	22	10	9
5. What is the highest level of formal education you have had?																	
Less than high school graduation	16	10	10	9	23	12	25	21	18	20	21	20	14	11	11	3	2
High school graduation	24	22	15	24	22	12	33	29	20	32	31	25	27	23	24	9	9
Some college	21	25	27	26	20	36	20	17	17	16	19	15	12	14	22	12	9
College graduate	17	28	15	20	18	18	6	19	23	12	17	15	19	16	17	12	13
Graduate or professional work beyond college level	18	12	21	20	12	20	10	12	19	15	10	23	28	28	25	59	66
Other	1	-	2	-	3	1	-	-	3	2	1	-	-	-	1	-	1
No reply	3	3	10	1	2	1	6	2	-	3	1	2	-	8	-	5	-

TABLE 2 (continued)

Question and Categories	Church Sample	Albemarle	Asheville	Charlotte	Gastonia	Greensboro	High Point	Marion	N.Wilkesboro	Salisbury	Statesville	Thomasville	Waynesville	Winston-Salem Forsyth	Winston-Salem Northeast	District Council	Conference Council
6. Approximately how much does your family household contribute to your church per year?																	
Under $50	3	3	3	1	2	3	5	2	6	3	2	1	3	3	5	1	-
$50-$99	4	6	5	2	4	2	5	2	11	3	6	3	3	6	4	-	-
$100-$199	10	13	14	11	7	5	13	11	12	11	9	10	9	3	9	2	2
$200-$299	14	11	15	11	17	16	13	17	19	16	10	15	14	13	16	4	1
$300-$399	11	13	9	11	11	15	12	7	8	15	13	10	10	6	16	6	6
$400-$499	12	13	9	14	15	9	5	14	9	12	18	6	19	11	13	9	6
$500-$749	19	21	24	20	16	17	18	20	9	11	21	21	21	25	17	29	25
$750-$999	10	11	3	13	10	14	12	11	8	13	6	13	5	8	5	22	22
$1,000 or above	11	4	7	12	14	17	9	9	12	10	11	15	9	13	12	21	37
No reply	6	5	11	5	4	2	8	7	6	6	4	6	7	12	3	6	1
7. Leadership																	
Minister	5	4	3	2	6	2	4	6	6	6	4	8	7	1	5	-	-
Member	76	75	84	81	70	79	79	68	74	76	75	75	74	78	73	-	-
Leader	19	21	13	17	24	19	17	26	20	18	21	17	19	21	22	-	-
District Council	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100.0	-
Conference Council	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100.0
8. On the average, about how many times did you attend morning worship last year?																	
None	1	-	-	2	3	1	-	-	3	-	-	-	-	-	2	-	-
About once or twice a year	1	-	-	1	-	-	2	2	6	3	-	-	-	-	1	-	-
About once or twice every three months	3	3	4	1	2	2	2	2	11	4	2	1	7	1	5	-	-
About once a month	4	6	5	7	1	3	5	1	8	5	2	3	-	2	4	1	-
About twice a month	11	17	3	9	14	10	11	12	20	12	4	13	10	9	23	2	5
Three times a month or more	77	70	82	78	77	84	73	79	52	73	89	83	83	81	64	90	94
No reply	3	4	6	2	3	-	7	4	-	3	3	-	-	7	1	7	1

TABLE 2 (continued)

Question and Categories	Church Sample	Albemarle	Asheville	Charlotte	Gastonia	Greensboro	High Point	Marion	N.Wilkesboro	Salisbury	Statesville	Thomasville	Waynesville	Winston-Salem Forsyth	Winston-Salem Northeast	District Council	Conference Council
9. On the average, about how often did you attend church school last year?																	
None	13	22	14	17	16	8	10	16	14	11	4	7	9	13	20	8	7
About once or twice a year	3	1	3	4	3	4	-	2	6	3	1	1	5	6	5	7	7
About once or twice every three months	3	3	3	3	2	5	2	-	14	1	2	6	-	2	4	4	7
About once a month	3	3	6	2	5	4	4	2	8	2	1	3	2	4	2	5	3
About twice a month	9	6	6	12	14	9	14	11	8	12	8	8	3	2	6	11	13
Three times a month or more	65	60	60	59	57	70	66	64	43	66	82	75	79	63	62	56	61
No reply	4	5	8	3	3	-	4	5	7	5	2	-	2	10	1	9	2
10. Approximately how long have you lived in this city, town or community?																	
Less than one year	2	3	1	1	2	-	2	-	5	2	2	3	9	3	2	15	7
1-2 years	4	7	6	1	7	5	2	9	6	2	2	3	3	10	3	18	12
3-5 years	10	18	5	10	4	16	6	10	17	8	4	14	7	8	10	24	29
6-9 years	6	9	9	4	7	6	2	7	5	3	6	-	7	8	9	5	3
10-19 years	19	7	23	21	14	20	12	17	26	30	32	14	12	19	16	8	13
20 years or longer	56	50	52	62	63	52	72	52	41	53	52	66	60	45	59	24	35
No reply	3	6	4	1	3	1	4	5	-	2	2	-	2	7	1	6	1
11. Approximately how long have you been a member of the United Methodist Church?																	
Less than one year	1	4	-	4	-	1	1	-	5	1	-	-	-	1	1	-	-
1-2 years	3	2	2	4	4	4	2	2	-	3	2	5	-	5	1	-	1
3-5 years	6	6	9	6	6	8	3	6	6	6	4	6	3	8	10	-	-
6-9 years	7	5	9	4	2	12	5	11	12	10	7	3	12	4	6	3	-
10-19 years	17	18	30	12	18	11	14	19	23	18	21	10	14	18	17	17	6
20 years or longer	63	60	45	67	67	63	69	57	54	60	64	76	69	57	64	73	92
No reply	3	5	5	3	3	1	6	5	-	2	2	-	2	7	1	7	1

TABLE 2 (continued)

Question and Categories	Church Sample	Albemarle	Asheville	Charlotte	Gastonia	Greensboro	High Point	Marion	N.Wilkesboro	Salisbury	Statesville	Thomasville	Waynesville	Winston-Salem Forsyth	Winston-Salem Northeast	District Council	Conference Council
12. What is the approximate size of the city, town or community in which you live?																	
Farm or rural community less than 2,500	25	25	15	8	26	14	2	40	41	33	44	20	67	1	46	30	15
2,500-10,000	21	32	7	22	19	-	5	35	40	17	13	7	33	26	54	17	17
10,000-25,000	19	37	1	2	49	1	18	17	11	31	40	68	-	-	-	13	16
25,000-50,000	2	-	8	-	3	-	1	-	-	16	1	4	-	1	-	8	7
50,000-250,000	22	-	53	5	-	82	66	-	-	-	-	1	-	65	-	18	32
Over 250,000	6	-	-	59	-	2	1	-	-	-	-	-	-	1	-	6	11
No reply	5	6	16	4	3	1	7	8	8	3	2	-	-	6	-	8	2

TABLE 3. MEAN (AVERAGE) SCORES* OF BASIC GOALS EVALUATED ACCORDING TO IMPORTANCE BY DISTRICT AND BY DISTRICT AND CONFERENCE COUNCILS ON MINISTRY, 1972.

	Church Sample N-1369	Albemarle N-96	Asheville N-88	Charlotte N-138	Gastonia N-96	Greensboro N-129	High Point N-126	Marion N-84	N. Wilkesboro N-65	Salisbury N-98	Statesville N-135	Thomasville N-71	Waynesville N-58	Winston-Salem Forsyth N-83	Winston-Salem Northeast N-102	District Council N-233	Conference Council N-106
1.	Commitment, Nurture and Renewal																
	5.44	5.26	5.34	5.39	5.40	5.61	5.61	5.40	5.33	5.49	5.48	5.49	5.66	5.32	5.30	5.49	5.56
2.	New Ways of Operation																
	4.79	4.58	5.01	4.91	5.09	4.80	4.95	4.88	4.55	4.74	4.54	4.33	4.82	5.01	4.74	4.67	4.71
3.	Relevant Theology																
	4.80	4.71	4.94	5.07	5.02	4.73	4.64	4.73	4.73	4.76	4.49	4.59	4.96	5.22	4.80	4.81	4.78
4.	Concern for Persons																
	5.03	4.92	5.15	5.08	5.13	4.86	4.98	5.12	5.19	5.07	4.85	5.06	5.19	5.02	5.04	5.38	5.08
5.	Justice and Development																
	4.30	3.93	4.54	4.60	4.48	4.29	4.37	4.41	4.13	4.30	3.96	4.15	4.37	4.53	4.19	4.70	4.36
6.	Human Culture																
	4.23	4.14	4.39	4.44	4.32	3.96	4.20	4.41	4.56	4.40	3.76	4.10	4.21	4.56	4.15	4.24	3.97
7.	Quality of Human Life																
	4.49	4.38	4.86	4.86	4.41	4.36	4.51	4.64	4.44	4.27	4.27	4.41	4.29	4.48	4.54	4.84	4.61

*Based on responses ranging from one to six: one indicates strong disagreement and six strong agreement.

TABLE 4. PERCENTAGE DISTRIBUTION OF IMPORTANCE OF PROGRAM GOALS BY DISTRICT AND BY DISTRICT AND CONFERENCE COUNCILS ON MINISTRIES.

	Church Sample	Albemarle	Asheville	Charlotte	Gastonia	Greensboro	High Point	Marion	N.Wilkesboro	Salisbury	Statesville	Thomasville	Waynesville	Winston-Salem Forsyth	Winston-Salem Northeast	District Council	District Conference
I. B. Most Important Goal																	
(1) Commitment, Nurture and Renewal	47%	43%	40%	38%	30%	60%	52%	49%	40%	51%	53%	62%	48%	38%	48%	60%	68%
(2) New Ways of Operation	7	6	10	9	11	4	4	9	9	6	9	3	5	6	10	3	3
(3) Relevant Theology	9	15	6	12	7	9	4	7	14	4	8	6	4	17	14	6	7
(4) Concern for Persons	14	11	16	14	19	8	12	18	14	11	10	16	19	14	17	19	13
(5) Justice and Development	2	1	3	4	1	1	3	2	-	3	4	1	-	1	2	2	3
(6) Human Culture	3	-	2	2	3	2	2	4	9	3	1	1	3	4	3	1	1
(7) Quality of Human Life	7	14	7	9	8	4	6	6	5	7	7	10	5	10	4	3	1
No reply	11	10	16	12	21	12	17	5	9	15	8	1	16	10	2	6	4
2nd Most Important Goal																	
(1) Commitment, Nurture and Renewal	11	14	13	9	18	5	9	17	12	9	13	7	10	9	16	12	8
(2) New Ways of Operation	14	16	13	14	11	19	20	13	5	13	14	14	16	11	12	12	10
(3) Relevant Theology	16	10	10	21	13	14	15	20	17	15	15	21	14	17	16	21	21
(4) Concern for Persons	26	24	25	18	22	33	17	23	32	28	31	35	29	24	28	30	36
(5) Justice and Development	5	5	3	6	4	5	2	3	6	7	2	4	3	11	9	9	8
(6) Human Culture	7	9	7	6	5	5	2	8	9	7	8	10	2	8	5	2	2
(7) Quality of Human Life	8	9	12	11	5	4	10	11	3	8	9	6	9	8	10	7	9
No reply	13	13	17	15	22	15	25	5	16	13	8	3	17	12	4	7	6

TABLE 5. MEAN SCORES OF IMPORTANCE RATINGS OF PROGRAM ITEMS, GROUPED BY TOPIC BY SELECTED GROUPS, 1972

Basic Goals and Items	Member N-1,040	Leader N-406	Minister N-262	Black N-139	White N-1,549	Male N-909	Female N-745	Under 30 N-242	30-49 N-706	50-59 N-412	60 and Over N-294
I. Commitment, Nurture, Renewal	5.42	5.46	5.63	5.46	5.45	5.44	5.48	5.09	5.46	5.48	5.68
(1) Small Group	4.58	4.77	4.79	5.12	4.60	4.56	4.75	4.79	4.59	4.61	4.75
(6) Worship	4.30	4.37	4.41	4.87	4.30	4.23	4.49	4.43	4.35	4.30	4.31
(7) Evangelism Training	4.89	4.97	5.13	5.23	4.92	4.92	4.99	4.67	5.00	4.99	4.98
(8) Church Busing	3.12	3.17	2.77	3.97	2.96	2.78	3.30	3.39	2.82	2.87	3.37
(15) Mission Support	3.93	4.23	4.71	4.47	4.11	4.10	4.22	4.25	4.01	4.23	4.30
(18) Confirmation Classes	4.75	4.85	5.03	5.10	4.81	4.72	4.96	4.60	4.87	4.87	4.87
(22) Church School Teacher	5.26	5.32	5.37	5.46	5.27	5.24	5.33	5.17	5.33	5.24	5.31
(28) Candidates for Ministry	3.45	3.73	4.21	5.46	3.52	3.67	3.71	3.81	3.46	3.83	3.94
(33) New Ceremonies	4.08	4.25	4.05	4.46	4.06	4.09	4.06	4.45	4.04	3.96	4.11
II. New Ways of Operation	4.84	4.70	4.54	5.20	4.74	4.68	4.89	4.58	4.71	4.84	4.98
(4) Cooperative Parishes	3.70	3.70	4.46	4.28	3.82	3.88	3.82	3.57	3.84	3.94	4.02
(9) Cooperation Local Church	4.26	4.36	4.08	4.67	4.19	4.09	4.38	4.31	4.22	4.12	4.29
(17) Pastoral Care Centers	4.45	4.42	4.75	5.03	4.46	4.44	4.58	4.53	4.50	4.47	4.55
(19) Sabbatical	4.17	4.25	4.88	4.91	4.26	4.31	4.29	4.38	4.34	4.27	4.20
(21) Strengthen Parish Ministry	4.23	4.24	4.85	4.89	4.31	4.37	4.32	4.17	4.34	4.43	4.44
(24) Pension Programs	4.23	4.13	4.98	4.78	4.32	4.39	4.31	3.85	4.45	4.35	4.52
(25) Reorganize Higher Education	3.92	3.93	4.64	4.66	4.02	4.13	3.97	3.91	4.06	4.09	4.17
(27) Restrict Minimum Salary	3.36	3.45	4.06	4.09	3.48	3.60	3.43	3.41	3.46	3.74	3.48
(30) Physical Exams	2.61	2.58	3.12	3.65	2.62	2.72	2.68	2.74	2.63	2.76	2.79
(31) Church Expenses	4.14	4.10	5.18	4.71	4.30	4.46	4.18	4.11	4.49	4.26	4.30
(32) Annual Conf. Program	4.20	4.37	4.86	4.43	4.39	4.43	4.36	4.32	4.46	4.44	4.26
(34) Conf. Planning & Evaluation	4.05	4.29	4.24	4.67	4.09	4.16	4.10	4.03	4.17	4.17	4.08
(36) Better Feedback	4.44	4.72	4.62	5.02	4.48	4.55	4.48	4.65	4.60	4.50	4.22
(37) Church Planning with Gov't	3.89	4.09	4.24	4.59	3.95	3.93	4.08	4.00	3.93	4.02	4.18
(38) Experimental Ministries	3.54	3.85	4.29	4.30	3.70	3.83	3.63	3.91	3.79	3.73	3.50

TABLE 5 (continued)

Basic Goals and Items	Member	Leader	Minister	Black	White	Male	Female	Under 30	30-49	50-59	60 and Over
III. Relevant Theology	4.80	4.82	4.88	5.05	4.79	4.76	4.88	4.82	4.80	4.80	4.87
(2) New Forms of Worship	3.55	3.97	4.33	4.45	3.72	3.76	3.84	4.20	3.82	3.68	3.50
(20) Mission Study	3.73	3.87	3.76	4.54	3.70	3.64	3.92	3.68	3.63	3.87	4.06
(26) Learning Centers	4.06	4.23	4.50	4.77	4.14	4.19	4.19	4.07	4.24	4.18	4.21
(29) Stewardship	4.64	4.75	5.05	5.27	4.72	4.82	4.70	4.41	4.76	4.86	4.96
(39) View Change with Hope	4.40	4.50	4.73	4.72	4.45	4.39	4.56	4.60	4.42	4.49	4.41
(43) Closer Relationship between Sems., Dept. Religion, Churches	4.34	4.32	4.92	4.67	4.44	4.46	4.45	4.34	4.48	4.44	4.53
IV. Concern for Persons	5.03	4.98	5.32	5.56	5.03	4.96	5.21	5.11	4.98	5.06	5.27
(3) Ministry to Work & Leisure	3.98	4.10	4.51	4.71	4.07	4.12	4.11	3.98	4.06	4.28	4.16
(10) Interracial Group Meetings	3.98	4.23	4.76	5.47	4.07	4.07	4.34	4.51	4.09	4.14	4.21
(12) Increase Meth. Home Facilities	4.95	4.76	4.53	5.00	4.82	4.69	4.99	4.62	4.80	4.82	5.09
(13) Children's Home	4.72	4.76	4.36	5.09	4.62	4.55	4.79	5.05	4.68	4.53	4.45
(16) Expand Special Ministries	4.93	5.06	5.05	5.33	4.93	4.87	5.08	5.22	4.91	4.89	5.02
(45) Use of Buildings for Community Services	4.81	4.96	5.08	5.42	4.84	4.79	5.01	5.09	4.92	4.77	4.81
(47) Church Finances for Human Needs	4.94	4.87	5.18	5.08	4.97	4.98	4.99	4.83	4.99	5.02	5.05
(40) Volunteer Ministries	4.93	4.91	5.03	5.16	4.93	4.86	5.07	4.88	4.95	4.99	4.98
(50) Study Institutions' Effect on Persons	4.50	4.54	4.80	5.15	4.51	4.41	4.74	4.67	4.48	4.58	4.65

TABLE 5 (continued)

Basic Goals and Items	Member	Leader	Minister	Black	White	Male	Female	Under 30	30-49	50-59	60 and Over
V. Justice and Development	4.30	4.30	4.59	5.48	4.26	4.21	4.53	4.34	4.16	4.46	4.68
(11) Insure Racial Inclusiveness	3.91	4.31	4.85	5.64	4.08	4.07	4.37	4.23	4.22	4.13	4.27
(14) Financial Support for Ministries of Outreach	3.89	3.93	4.07	4.75	3.86	3.73	4.17	4.08	3.91	3.89	3.88
(23) Full Participation of Women	4.38	4.35	4.57	5.10	4.38	4.51	4.34	4.42	4.30	4.50	4.68
(35) Ecumenical Approach to Community Needs	4.66	4.77	4.64	5.18	4.62	4.58	4.76	4.84	4.65	4.59	4.69
(40) Human Dignity	4.75	4.88	4.97	5.45	4.75	4.68	4.97	4.86	4.70	4.86	4.98
(46) End Discrimination	4.71	4.85	5.14	5.63	4.73	4.69	4.94	5.00	4.66	4.83	4.99
(48) Examine Stocks and Bonds	4.18	4.24	4.49	4.74	4.19	4.13	4.36	4.11	4.25	4.20	4.34
VI. Human Culture	4.22	4.33	4.17	5.04	4.14	4.07	4.39	4.51	4.07	4.20	4.33
(5) Recognition of Life Styles	4.24	4.49	4.53	5.29	4.26	4.21	4.55	4.88	4.25	4.29	4.26
(42) Changes Affecting Marriage	5.15	5.09	5.25	5.18	5.16	5.12	5.23	5.00	5.19	5.16	5.25
(44) Dialogue Across Barriers	4.08	4.14	4.51	5.17	4.08	4.10	4.25	4.52	4.16	4.04	4.05
VII. Quality of Human Life	4.44	4.59	4.88	5.01	4.50	4.48	4.61	4.61	4.39	4.64	4.70
(41) Public Festivals for Peace, etc.	3.88	3.98	4.35	5.09	3.86	3.87	4.08	4.53	3.70	3.87	4.29
(51) Study of Quality of Life	4.07	4.15	4.27	4.87	4.06	4.00	4.31	4.41	4.01	4.05	4.33
(52) Moral Questions re: Medicine	3.54	3.71	4.23	3.93	3.69	3.68	3.75	3.87	3.59	3.75	3.81

TABLE 6. CHARACTERISTICS OF THOSE SUPPORTING VARIOUS PROGRAM GOALS (REGRESSION COEFFICIENTS*).

Category **	Commitment, Nurture and Renewal	New Ways of Operation	Relevant Theology	Concern for Persons	Justice and Development	Human Culture	Quality of Life
Sex	-.07	-.06	-.05	-.11	-.11	-.08	NS
Race	NS	-.09	NS	-.09	-.20	-.13	-.05
Age	.14	.13	NS	.07	.12	NS	.06
Education	NS	-.09	NS	NS	-.05	NS	-.06
Church Position	.12	NS	NS	.11	.10	NS	.10
Size of Community	NS	NS	.06	NS	NS	NS	NS
Financial Contributions	.07	NS	NS	-.08	NS	-.08	NS
Attendance at Worship	.09	NS	NS	NS	NS	NS	NS
Theological Position	-.15	NS	.08	.12	.14	.13	.10
Attitude Toward Church Social Involvement	NS	NS	NS	.15	.20	.13	.22

*Only those coefficients are given which are statistically significant. NS indicates a nonsignificant coefficient.

**The Responses are scored so that a positive response indicates:

(a) For sex, that males are more supportive of the goal than females;
(b) For race, that whites are more supportive than blacks;
(c) For age, that older persons are more supportive than younger persons.
(d) For education, that higher education levels are more supportive than lower;
(e) For church position, that ministers are more supportive than lay persons;
(f) For size of community, that persons from larger communities are more supportive than those from smaller;
(g) For financial contributions, that larger contributors are more supportive than smaller;
(h) For attendance at worship, that frequent attenders are more supportive than less frequent;
(i) For theological position, that liberals are more supportive than conservative;
(j) For attitude toward church involvement in society, that those favoring involvement are more supportive than those rejecting involvement.

TABLE 7. MEAN SCORES OF PROGRAM OBJECTIVES RATED ACCORDING TO IMPORTANCE* BY DISTRICT AND BY DISTRICT AND CONFERENCE COUNCILS ON MINISTRY, 1972.

	Church Sample	Albemarle	Asheville	Charlotte	Gastonia	Greensboro	High Point	Marion	N. Wilkesboro	Salisbury	Statesville	Thomasville	Waynesville	Winston-Salem Forsyth	Winston-Salem Northeast	District Council	Conference Council
								First Quartile									
(22)	Emphasize the importance of the church school teacher and provide better training.	5.28	5.27	5.41	5.28	5.45	5.31	5.19	5.21	4.92	5.18	5.46	5.16	5.42	5.52	5.13	5.35	5.14
(42)	Encourage understanding of the changes affecting marriage and the family and develop programs that support the integrity of family life.	5.14	4.93	5.14	5.13	5.37	5.18	5.02	5.16	5.09	5.09	5.25	5.04	5.51	5.09	5.08	5.20	5.24
(16)	Initiate and expand special ministries to the retarded, deaf, hospitalized, imprisoned, and those of the inner city.	4.96	4.67	4.95	4.97	4.94	5.13	4.88	4.77	4.81	5.02	5.16	4.78	5.02	5.01	5.05	5.04	4.92
(47)	Examine the allocation of finances in the church at all levels to make certain that financial commitments reflect human needs.	4.94	4.90	5.26	4.96	4.70	4.99	5.05	4.86	4.95	4.82	5.02	4.72	4.86	5.09	4.86	5.12	5.11
(49)	Continue to support and develop new volunteer ministries locally and overseas seeking to relate to others so that they can learn to help themselves.	4.93	4.72	5.04	4.96	5.15	4.80	4.87	4.98	4.81	4.95	5.01	4.86	5.10	5.10	4.76	5.01	5.05
(7)	Increase in the training of pastors and lay persons in the theology and methods of evangelism.	4.93	4.95	5.18	5.04	5.01	4.55	5.17	4.80	4.39	5.15	4.99	4.65	4.74	5.11	4.92	5.09	4.88
(12)	Increase the number of persons afforded residence at the Methodist Home for the Aging.	4.91	4.74	5.04	4.98	4.96	5.11	4.97	4.73	4.79	4.93	4.74	4.77	4.82	5.27	4.77	4.59	4.45
(45)	Make building facilities and personnel available for service to needs of persons.	4.85	4.56	5.01	5.01	4.86	4.87	4.74	4.95	4.97	4.85	4.63	4.41	4.98	4.86	5.17	5.05	5.03

* The program objectives have been placed in rank order according to the size of the mean of the Church Sample. They have been grouped into quartiles for ease of interpretation. Numbers in parentheses indicate the number on the questionnaire.

TABLE 7 (continued)

Church Sample	Albemarle	Asheville	Charlotte	Gastonia	Greensboro	High Point	Marion	N.Wilkesboro	Salisbury	Statesville	Thomasville	Waynesville	Winston-Salem Forsyth	Winston-Salem Northeast	District Council	Conference Council
First Quartile (continued)																
(18) Improve the quality of confirmation classes.	4.79	4.70	4.88	4.68	4.87	4.96	4.70	4.88	4.47	4.78	4.76	4.89	4.94	5.04	4.56	5.07	4.91
(40) Promote and speak out for Christian understanding of the struggle for human dignity and self-determination at home and abroad.	4.79	4.78	4.81	4.69	4.94	4.53	4.85	4.86	4.71	4.88	4.85	4.50	5.00	4.72	4.99	4.99	4.68
(46) Work to change attitudes and institutional systems that are discriminatory.	4.76	4.49	5.07	4.87	4.87	4.58	4.78	4.77	4.92	4.72	4.77	4.43	4.70	4.80	4.78	5.09	4.87
(13) Increase the ministry of the Children's Home to include juvenile deliquents, troubled children and other youth.	4.71	4.60	4.81	4.66	4.95	4.75	4.90	4.76	5.16	4.65	4.71	4.71	4.49	4.41	4.38	4.52	4.18
(29) More effective interpretation of stewardship.	4.68	4.74	5.06	4.77	4.87	4.58	4.87	4.70	4.14	4.63	4.50	4.52	4.53	4.99	4.44	5.17	4.95
Second Quartile																
(35) Develop groups of congregations within and across denominational lines for special mission objectives.	4.67	4.58	5.05	4.63	4.54	4.58	4.71	4.68	4.91	4.58	4.76	4.28	4.76	4.61	4.77	4.66	4.53
(1) Increase small group experiences in the church.	4.63	4.55	4.67	4.67	4.69	4.66	4.67	4.96	4.48	4.56	4.59	4.38	4.64	4.71	4.53	4.76	4.55
(50) Develop study/action teams to investigate the way in which social institutions affect persons.	4.52	4.27	4.83	4.56	4.62	4.15	4.49	4.52	4.91	4.43	4.56	4.32	4.74	4.81	4.44	4.75	4.68
(36) Seek better and faster methods of "feedback."	4.51	4.40	4.64	4.53	4.48	4.51	4.67	4.65	4.67	4.53	4.41	4.04	4.28	4.90	4.34	4.55	4.58
(17) Establish regional Pastoral Counseling Centers.	4.47	4.30	4.65	4.58	4.56	4.60	4.44	4.24	4.44	4.26	4.41	4.37	4.24	4.85	4.49	4.73	4.55
(39) Make more use in the various media of elements in Christian faith which view change and the future as occasions for hope and promise.	4.44	4.47	4.53	4.48	4.47	4.35	4.43	4.46	4.26	4.41	4.36	4.10	4.54	4.95	4.40	4.50	4.68
(23) Establish clear guidelines to insure full participation of women in the total life of the church.	4.37	4.74	4.32	4.61	4.70	4.21	4.43	4.18	3.84	4.54	4.43	3.91	4.38	4.51	4.06	4.71	4.66

TABLE 7 (continued)

Church Sample	Albemarle	Asheville	Charlotte	Gastonia	Greensboro	High Point	Marion	N.Wilkesboro	Salisbury	Statesville	Thomasville	Waynesville	Winston-Salem Forsyth	Winston-Salem Northeast	District Council	Conference Council
Second Quartile (continued)																
(43) Develop a closer relationship between the seminaries, college religion departments, and the annual conference.	4.37	4.22	4.46	4.30	4.68	4.38	4.45	4.45	4.18	4.21	4.48	4.23	4.25	4.36	4.31	4.79	4.81
(6) Expansion of opportunities for worship and study at times other than Sunday.	4.32	4.18	4.28	4.34	4.29	4.34	4.24	4.26	4.21	4.63	4.44	4.09	4.27	4.51	4.20	4.52	4.44
(5) Recognition and acceptance of a variety of life styles, concerns and needs.	4.30	4.00	4.57	4.65	4.36	4.18	4.24	4.44	4.40	4.08	4.31	4.09	4.21	4.38	4.21	4.61	4.39
(9) Encourage ecumenical cooperation among local churches in the joint use of staff, facilities and programs.	4.26	4.65	4.48	4.19	4.28	3.88	4.10	4.44	4.46	4.11	4.21	3.92	4.50	4.32	4.46	4.18	3.98
(21) Implement a program to strengthen parish ministry.	4.26	3.79	4.50	4.42	4.39	4.22	4.31	4.22	4.40	3.96	4.27	4.07	4.51	4.64	4.09	4.78	4.69
(24) Tie church sponsored pension programs to the increase in the cost of living.	4.25	4.22	4.61	4.40	4.09	4.24	4.25	4.14	4.53	3.93	4.15	3.65	4.55	4.66	4.23	4.85	4.68
Third Quartile																	
(32) Restructure the program of the annual conference sessions to eliminate the reading of previously circulated reports.	4.25	4.23	4.33	4.24	4.35	4.46	3.81	4.51	4.39	3.98	4.06	4.49	4.61	4.64	4.07	4.83	5.09
(19) Provide ways and means of released time for ministers to participate in continuing education.	4.22	4.27	4.52	4.32	4.27	4.14	4.09	4.16	4.17	4.19	4.09	3.96	4.29	4.58	4.24	4.63	4.65
(48) Examine the stocks and bonds held by church related agencies and institutions to make sure that they reflect a concern for social responsibility.	4.21	4.07	4.27	4.29	4.28	4.18	4.53	4.49	4.16	4.05	3.93	4.28	3.96	4.01	4.29	4.33	4.27
(31) Establish a conference policy that directs each charge to pay separately the cost of church related expenses incurred by the minister.	4.19	3.59	4.25	4.39	4.02	4.20	4.40	4.23	4.55	4.08	4.22	3.61	4.25	4.62	4.14	4.97	4.77
(26) Establish Conference Learning Centers for lay training and development.	4.11	3.85	4.32	4.42	4.37	4.02	4.31	3.88	4.20	4.10	4.11	3.90	3.94	4.11	3.83	4.55	4.39

TABLE 7 (continued)

Church Sample	Albemarle	Asheville	Charlotte	Gastonia	Greensboro	High Point	Marion	N. Wilkesboro	Salisbury	Statesville	Thomasville	Waynesville	Winston-Salem Forsyth	Winston-Salem Northeast	District Council	Conference Council
Third Quartile (continued)																
(44) Plan dialogue sessions between groups and individuals to promote communication and understanding.	4.11	3.63	4.31	4.41	4.30	3.90	4.18	4.36	4.30	3.78	3.97	3.96	3.94	4.26	4.21	4.51	4.24
(33) Develop new ceremonies that recognize the significance and Christian meaning of life's important occasions.	4.10	3.93	4.28	4.22	4.35	4.05	4.11	4.29	4.00	4.29	4.05	3.74	3.56	4.12	4.10	4.05	3.90
(34) Develop a conference-wide strategy for planning and evaluation of all levels of the church.	4.10	4.11	4.25	4.29	4.20	4.16	4.17	4.01	4.27	4.03	4.02	3.71	4.00	4.07	3.99	4.35	4.13
(51) Form theological reflection/action groups at local and conference level with special focus on the quality of life.	4.09	3.77	4.34	4.23	4.33	3.87	3.98	4.08	3.97	4.15	3.97	3.81	4.10	4.36	4.38	4.36	4.04
(10) Encourage interracial group meetings to promote understanding.	4.06	3.44	4.39	4.45	4.15	3.87	4.04	4.32	4.06	3.98	3.94	3.83	4.13	4.37	3.96	4.84	4.39
(3) Development of conference, district and ecumenical ministries to persons in their work life.	4.03	4.02	4.23	4.31	3.98	3.93	3.92	4.06	3.79	3.94	3.93	4.10	3.98	4.19	3.99	4.50	4.51
(11) Insure racial inclusiveness in the conference, district and local churches.	4.03	3.33	4.24	4.47	4.24	3.92	3.90	4.04	4.31	3.74	3.75	3.82	4.18	4.70	3.95	4.98	4.82
(15) Reverse the current decline in the support of world missions.	4.02	3.82	4.04	4.09	4.14	3.97	4.33	3.96	3.61	4.00	4.05	4.26	4.24	3.84	3.80	4.60	4.68
Fourth Quartile																	
(25) Reorganize conference sponsored institutions of higher education.	3.95	3.55	4.06	4.15	4.27	3.98	4.18	3.92	3.82	3.92	3.93	3.70	4.06	4.05	3.52	4.50	4.66
(37) Participate in joint planning and action with governmental agencies, other denominations and other groups.	3.94	3.78	4.21	4.01	4.03	3.85	3.89	4.03	4.08	3.74	4.02	3.46	3.65	4.21	4.12	4.21	4.24
(41) Engage in and help sponsor public festivals.	3.92	3.44	4.16	4.09	4.32	3.72	3.80	4.22	3.89	4.01	3.94	3.70	3.94	3.94	3.72	4.33	3.77
(14) Provide additional financial support from the conference for the numerous ministries of outreach.	3.90	3.71	4.22	4.06	3.94	3.94	4.07	4.06	3.69	3.62	3.78	3.94	3.83	4.07	3.68	4.08	3.94

TABLE 7 (continued)

Church Sample	Albemarle	Asheville	Charlotte	Gastonia	Greensboro	High Point	Marion	N.Wilkesboro	Salisbury	Statesville	Thomasville	Waynesville	Winston-Salem Forsyth	Winston-Salem Northeast	District Council	Conference Council
Fourth Quartile (continued)																
(20) Initiate conference-wide participation in the current mission study themes.	3.75	3.77	3.79	3.67	4.12	3.79	3.97	3.67	3.49	3.87	3.64	3.67	3.86	3.79	3.43	3.81	3.92
(4) Increase in the number of small congregations, grouped together into larger, cooperative parishes.	3.73	3.74	3.94	3.79	4.02	3.58	3.64	3.81	3.75	3.50	3.78	3.96	3.53	3.73	3.55	4.36	4.41
(2) More effective communication of the Christian faith.	3.67	3.54	3.43	4.29	3.90	3.41	3.65	3.79	3.97	3.64	3.30	3.34	3.48	4.12	3.56	4.26	4.16
(38) Encourage financial commitment to experimental ministries.	3.63	3.55	3.88	3.85	3.63	3.44	3.74	4.14	3.56	3.53	3.49	3.28	3.47	3.89	3.47	4.28	4.00
(52) Develop study and discussion of the moral questions involved in new medical technology and practices.	3.60	3.78	3.78	3.86	3.67	3.22	3.63	3.73	3.90	3.03	3.60	3.65	3.87	3.43	3.48	4.17	4.01
(28) Recruit more candidates for the ministry, especially blacks and women.	3.53	3.03	3.74	3.88	3.76	3.48	3.61	3.91	3.22	3.30	3.24	2.96	3.41	4.00	3.77	4.40	4.14
(27) Restrict minimum salary claims to churches which have undertaken a stewardship program and have studied the possibility of merger or cooperative ministry.	3.40	3.64	3.67	3.43	3.52	3.32	3.80	3.71	3.35	3.27	3.07	3.37	3.06	3.15	3.12	3.97	4.06
(8) Establish community-wide busing systems.	3.13	2.72	3.62	3.36	3.12	2.58	3.53	3.28	2.98	3.11	3.15	3.35	3.04	3.21	2.80	2.72	2.57
(30) Provide yearly physical examinations for all personnel in conference connection.	2.62	2.44	3.08	2.85	2.31	2.50	3.07	2.60	2.65	2.47	2.29	2.16	2.59	3.06	2.65	3.13	2.90

TABLE 8. MEAN SCORES OF PROGRAM OBJECTIVES RATED ACCORDING TO URGENCY BY DISTRICT AND DISTRICT AND CONFERENCE COUNCILS ON MINISTRY, 1972.

	Church Sample	Albemarle	Asheville	Charlotte	Gastonia	Greensboro	High Point	Marion	N.Wilkesboro	Salisbury	Statesville	Thomasville	Waynesville	Winston-Salem Forsyth	Winston-Salem Northeast	District Council	Conference Council
First Quartile																	
(22) Emphasize the importance of the church school teacher and provide better training.	5.21	5.19	5.29	5.07	5.29	5.38	5.16	5.13	4.90	5.30	5.36	5.15	5.37	5.31	5.03	5.34	5.25
(42) Encourage understanding of the changes affecting marriage and the family and develop programs that support the integrity of family life.	5.06	4.72	5.05	5.17	5.29	5.09	4.98	5.08	5.06	5.04	5.16	4.92	5.39	4.90	5.03	5.15	5.19
(47) Examine the allocation of finances in the church at all levels to make certain that financial commitments reflect human needs.	4.87	5.00	5.09	4.97	4.74	4.95	5.01	4.85	4.87	4.81	4.80	4.52	4.77	4.86	4.77	5.10	5.18
(16) Initiate and expand special ministries to the retarded, deaf, hospitalized, imprisoned, and those of the inner city.	4.83	4.49	4.81	4.85	4.87	5.07	4.93	4.73	4.84	4.89	4.97	4.62	4.79	4.67	4.82	4.97	4.77
(49) Continue to support and develop new volunteer ministries locally and overseas to relate to others so that they can learn to help themselves.	4.80	4.50	5.00	4.89	4.92	4.74	4.77	5.00	4.75	4.69	4.85	4.74	5.04	4.72	4.68	4.78	4.92
(45) Make building facilities and personnel available for service to needs of persons.	4.76	4.42	4.94	4.98	4.81	4.77	4.62	4.82	4.87	4.67	4.56	4.33	5.02	4.76	5.05	4.95	4.94
(12) Increase the number of persons afforded residence at the Methodist Home for the Aging.	4.74	4.62	4.76	4.74	4.73	5.04	4.89	4.64	4.75	4.74	4.59	4.72	4.55	5.00	4.48	4.33	4.11
(7) Increase in the training of pastors and lay persons in the theology and methods of evangelism.	4.73	4.56	5.12	4.77	4.84	4.47	5.05	4.70	4.22	4.97	4.73	4.38	4.35	5.01	4.73	4.96	4.88
(18) Improve the quality of confirmation classes.	4.68	4.60	4.63	4.60	4.68	4.86	4.65	4.66	4.38	4.58	4.73	4.87	4.91	4.81	4.54	4.93	4.78
(40) Promote and speak out for Christian understanding of the struggle for human dignity and self-determination at home and abroad.	4.65	4.64	4.74	4.72	4.81	4.39	4.73	4.76	4.52	4.58	4.58	4.42	4.92	4.47	4.84	4.87	4.71

TABLE 8 (continued)

Church Sample	Albemarle	Asheville	Charlotte	Gastonia	Greensboro	High Point	Marion	N.Wilkesboro	Salisbury	Statesville	Thomasville	Waynesville	Winston-Salem Forsyth	Winston-Salem Northeast	District Council	Conference Council
First Quartile (continued)																
(46) Work to change attitudes and institutional systems that are discriminatory.	4.63	4.40	5.04	4.83	4.77	4.41	4.67	4.71	4.74	4.63	4.54	4.13	4.65	4.71	4.63	4.98	4.81
(13) Increase the ministry of the Children's Home to include juvenile deliquents, troubled children and other youth.	4.59	4.47	4.79	4.36	4.86	4.62	4.92	4.63	5.12	4.51	4.59	4.54	4.31	4.28	4.27	4.29	4.01
(29) More effective interpretation of stewardship.	4.57	4.63	4.97	4.69	4.76	4.50	4.92	4.73	4.05	4.39	4.30	4.39	4.43	4.82	4.38	5.16	4.95
Second Quartile																
(35) Develop groups of congregations within and across denominational lines for special mission objectives.	4.56	4.37	5.00	4.67	4.46	4.55	4.66	4.69	4.76	4.32	4.62	4.11	4.60	4.41	4.60	4.49	4.48
(36) Seek better and faster methods of "feedback."	4.39	4.11	4.46	4.47	4.30	4.50	4.59	4.63	4.64	4.31	4.32	4.03	4.16	4.68	4.22	4.43	4.50
(1) Increase small group experiences in the church.	4.37	4.14	4.38	4.40	4.55	4.45	4.58	4.78	4.32	4.25	4.33	4.24	4.00	4.24	4.23	4.48	4.20
(50) Develop study/action teams to investigate the way in which social institutions affect persons.	4.37	4.06	4.68	4.54	4.54	4.02	4.31	4.40	4.76	4.26	4.34	4.12	4.70	4.51	4.26	4.67	4.50
(17) Establish regional Pastoral Counseling Centers.	4.32	4.09	4.55	4.29	4.39	4.51	4.44	4.19	4.38	4.27	4.25	4.20	4.09	4.41	4.28	4.61	4.49
(39) Make more use in the various media of elements in Christian faith which view change and the future as occasions for hope and promise.	4.28	4.37	4.55	4.44	4.28	4.18	4.27	4.33	4.20	4.17	4.16	3.98	4.41	4.67	4.15	4.47	4.67
(32) Restructure the program of the annual conference sessions to eliminate the reading of previously circulated reports.	4.25	4.19	4.34	4.19	4.28	4.50	3.89	4.39	4.51	3.98	3.99	4.50	4.55	4.77	4.02	4.70	5.15
(43) Develop a closer relationship between the seminaries, college religion departments, and the annual conference.	4.19	3.99	4.45	4.11	4.45	4.17	4.28	4.38	3.87	4.09	4.31	4.06	4.24	4.13	4.11	4.63	4.72

TABLE 8 (continued)

Church Sample	Albemarle	Asheville	Charlotte	Gastonia	Greensboro	High Point	Marion	N. Wilkesboro	Salisbury	Statesville	Thomasville	Waynesville	Winston-Salem Forsyth	Winston-Salem Northeast	District Council	Conference Council
Second Quartile (continued)																
(6) Expansion of opportunities for worship and study at times other than Sunday.	4.15	3.97	4.18	4.15	4.21	4.19	4.15	4.27	3.98	4.40	4.13	3.97	4.02	4.33	4.12	4.33	4.26
(23) Establish clear guidelines to insure full participation of women in the total life of the church.	4.14	4.28	4.43	4.36	4.45	4.11	4.31	4.03	3.51	4.29	4.01	3.68	4.23	4.16	3.86	4.57	4.51
(24) Tie church sponsored pension programs to the increase in the cost of living.	4.13	3.98	4.44	4.35	3.97	4.22	4.03	4.11	4.44	3.88	3.98	3.51	4.54	4.52	4.14	4.87	4.68
(5) Recognition and acceptance of a variety of life styles, concerns and needs.	4.09	3.65	4.58	4.55	4.14	3.87	4.04	4.22	4.31	3.87	3.99	3.95	3.96	4.21	3.92	4.50	4.25
(31) Establish a conference policy that directs each charge to pay separately the cost of church related expenses incurred by the minister.	4.08	3.57	4.17	4.16	3.88	4.09	4.34	4.35	4.60	3.76	4.13	3.59	4.29	4.41	4.01	4.89	4.74
Third Quartile																
(48) Examine the stocks and bonds held by church related agencies and institutions to make sure that they reflect a concern for social responsibility.	4.08	3.98	4.16	4.20	4.11	4.07	4.54	4.43	4.08	3.82	3.77	4.14	3.91	3.85	4.10	4.18	4.11
(21) Implement a program to strengthen parish ministry.	4.01	3.34	4.37	4.16	4.13	3.94	4.20	4.11	4.19	3.89	3.81	3.90	4.24	4.35	3.91	4.68	4.67
(9) Encourage ecumenical cooperation among local churches in the joint use of staff, facilities and programs.	3.99	4.27	4.41	3.92	3.91	3.59	3.85	4.33	4.23	3.76	3.90	3.84	4.17	3.87	4.26	3.79	3.71
(44) Plan dialogue sessions between groups and individuals to promote communication and understanding.	3.97	3.43	4.06	4.39	4.21	3.70	4.02	4.23	4.11	3.79	3.74	3.78	4.04	4.08	4.01	4.44	4.26
(19) Provide ways and means of released time for ministers to participate in continuing education.	3.97	3.85	4.35	4.08	3.93	3.93	3.89	3.83	4.03	3.90	3.77	3.89	4.17	4.16	4.05	4.45	4.38
(10) Encourage interracial group meetings to promote understanding.	3.93	3.34	4.42	4.30	4.10	3.89	3.70	4.13	3.85	3.76	3.77	3.71	3.98	4.39	3.90	4.82	4.38

TABLE 8 (continued)

Church Sample	Albemarle	Asheville	Charlotte	Gastonia	Greensboro	High Point	Marion	N. Wilkesboro	Salisbury	Statesville	Thomasville	Waynesville	Winston-Salem Forsyth	Winston-Salem Northeast	District Council	Conference Council
Third Quartile (continued)																
(33) Develop new ceremonies that recognize the significance and Christian meaning of life's important occasions.	3.92	3.82	4.19	4.13	4.26	3.80	4.00	4.11	3.76	4.20	3.90	3.54	3.21	3.63	3.92	3.74	3.65
(34) Develop a conference-wide strategy for planning and evaluation of all levels of the church.	3.89	3.76	4.13	4.05	4.06	3.97	4.08	3.75	3.92	3.98	3.63	3.53	3.80	3.95	3.72	4.13	3.99
(51) Form theological reflection/action groups at local and conference level with special focus on the quality of life.	3.89	3.46	4.43	4.12	4.15	3.59	3.92	3.76	3.75	3.90	3.72	3.67	3.82	4.09	4.15	4.27	3.85
(15) Reverse the current decline in the support of world missions.	3.88	3.46	3.97	3.98	3.98	3.93	4.20	4.00	3.61	3.77	3.89	4.14	4.16	3.84	3.52	4.44	4.63
(26) Establish Conference Learning Centers for lay training and development.	3.88	3.71	4.29	4.17	4.10	3.84	4.30	3.59	4.00	3.76	3.74	3.68	3.61	3.73	3.57	4.39	4.21
(11) Insure racial inclusiveness in the conference, district and local churches.	3.87	3.14	4.03	4.29	4.09	3.84	3.69	3.78	4.12	3.61	3.43	3.95	4.13	4.66	3.86	4.87	4.76
(37) Participate in joint planning and action with governmental agencies, other denominations and other groups.	3.78	3.49	4.21	3.83	3.96	3.67	3.73	3.96	3.85	3.53	3.80	3.37	3.50	4.23	3.89	4.07	4.14
Fourth Quartile																
(41) Engage in and help sponsor public festivals.	3.78	3.36	4.10	4.01	4.17	3.52	3.55	4.22	3.92	3.78	3.75	3.52	3.94	3.64	3.66	4.19	3.75
(3) Development of conference, district and ecumenical ministries to persons in their work life.	3.77	3.75	4.05	4.02	3.71	3.75	3.67	3.79	3.55	3.76	3.72	3.88	3.57	3.66	3.73	4.40	4.34
(25) Reorganize conference sponsored institutions of higher education.	3.72	3.29	3.92	3.87	4.02	3.89	4.06	3.53	3.66	3.56	3.54	3.61	3.86	3.71	3.41	4.27	4.43
(14) Provide additional financial support from the conference for the numerous ministries of outreach.	3.71	3.42	4.22	3.71	3.80	3.72	3.92	4.03	3.43	3.34	3.56	3.77	3.91	3.90	3.57	3.98	3.95

TABLE 8 (continued)

Church Sample	Albemarle	Asheville	Charlotte	Gastonia	Greensboro	High Point	Marion	N.Wilkesboro	Salisbury	Statesville	Thomasville	Waynesville	Winston-Salem Forsyth	Winston-Salem Northeast	District Council	Conference Council
Fourth Quartile (continued)																
(20) Initiate conference-wide participation in the current mission study themes.	3.53	3.54	3.52	3.51	3.93	3.65	3.78	3.53	3.23	3.41	3.37	3.43	3.84	3.48	3.25	3.60	3.82
(2) More effective communication of the Christian faith.	3.46	3.13	3.22	4.12	3.85	3.32	3.35	3.53	3.76	3.46	3.07	3.01	3.26	3.90	3.34	4.08	3.96
(38) Encourage financial commitment to experimental ministries.	3.45	3.38	3.78	3.68	3.43	3.27	3.49	3.86	3.52	3.31	3.28	3.17	3.25	3.79	3.19	4.08	3.93
(52) Develop study and discussion of the moral questions involved in new medical technology and practices.	3.45	3.54	3.66	3.87	3.64	3.13	3.50	3.40	3.93	2.81	3.28	3.46	3.70	3.24	3.43	3.89	3.94
(4) Increase in the number of small congregations, grouped together into larger, cooperative parishes.	3.44	3.33	3.74	3.53	3.73	3.30	3.56	3.61	3.52	3.21	3.32	3.71	3.13	3.11	3.40	4.14	4.23
(28) Recruit more candidates for the ministry, especially blacks and women.	3.35	2.88	3.82	3.73	3.52	3.30	3.42	3.76	3.03	3.08	3.07	2.63	3.20	3.66	3.61	4.30	4.02
(27) Restrict minimum salary claims to churches which have undertaken a stewardship program and have studied the possibility of merger or cooperative ministry.	3.22	3.35	3.65	3.30	3.26	3.22	3.62	3.58	3.12	2.98	2.87	3.31	2.98	2.74	3.00	3.81	4.08
(8) Establish community-wide busing systems.	2.87	2.44	3.49	2.94	2.98	2.38	3.33	2.87	2.89	2.98	2.82	3.11	2.73	2.79	2.69	2.36	2.34
(30) Provide yearly physical examinations for all personnel in conference connection.	2.48	2.27	3.17	2.67	2.27	2.32	2.96	2.42	2.60	2.25	2.16	2.11	2.43	2.67	2.60	2.94	2.75

TABLE 9. MEAN SCORES OF RESPONSES REGARDING INFLUENCE OF SELECTED GROUPS ON DECISION-MAKING AS PRACTICED AND AS IT SHOULD BE PRACTICED BY DISTRICT AND BY DISTRICT AND CONFERENCE COUNCILS ON MINISTRY.

	Church Sample	Albemarle	Asheville	Charlotte	Gastonia	Greensboro	High Point	Marion	N.Wilkesboro	Salisbury	Statesville	Thomasville	Waynesville	Winston-Salem Forsyth	Winston-Salem Northeast	District Council	Conference Council
1. How much "say" or influence do you think that each of the following persons or groups has in determining the policies and programs of your local church?																	
(1) The pastor and other staff .	4.24	4.07	4.25	4.33	4.18	4.20	4.21	4.25	4.13	4.31	4.38	4.16	4.28	4.33	4.13	4.10	4.17
(2) Elected lay officials . .	3.83	3.80	3.70	3.98	3.78	3.86	3.78	3.84	3.82	3.70	3.87	3.72	3.79	3.80	3.94	3.99	3.78
(3) The congregation (excluding elected officials). . . .	3.06	3.15	3.05	2.94	2.95	2.95	3.31	3.21	3.15	3.15	3.12	2.90	3.26	2.88	2.94	3.16	2.83
(4) The annual conference .	3.54	3.44	3.52	3.45	3.65	3.52	3.77	3.47	3.41	3.49	3.68	3.40	3.78	3.41	3.47	3.12	3.05
(5) The national United Methodist Church . . .	3.14	2.99	3.17	3.09	3.26	3.14	3.42	3.12	3.17	3.18	3.22	3.02	3.34	2.98	2.81	2.71	2.54
(6) Yourself . .	2.63	2.55	2.67	2.45	2.76	2.57	2.82	2.50	2.52	2.67	2.61	2.82	2.78	2.75	2.51	3.47	3.42

TABLE 9 (continued)

	Church Sample	Albemarle	Asheville	Charlotte	Gastonia	Greensboro	High Point	Marion	N.Wilkesboro	Salisbury	Statesville	Thomasville	Waynesville	Winston-Salem Forsyth	Winston-Salem Northeast	District Council	Conference Council
2. How much "say" or influence do you think that each of the following persons or groups ought to have in determining the policies and programs of your local church?																	
(1) The pastor and other staff . . .	4.24	4.14	4.44	4.20	4.22	4.18	4.26	4.14	4.27	4.05	4.33	4.28	4.51	4.09	4.30	4.09	3.98
(2) Elected lay officials .	4.08	4.15	4.07	4.04	4.14	4.07	4.17	4.07	4.03	4.08	4.12	4.00	4.22	3.93	4.05	4.17	4.02
(3) The congregation (excluding elected officials). . .	3.90	4.01	3.84	3.87	3.82	3.77	3.98	3.99	3.89	3.99	3.94	3.79	4.04	3.91	3.86	3.86	3.79
(4) The annual conference.	3.23	3.22	3.40	3.18	3.31	3.13	3.28	3.13	3.12	3.17	3.32	3.32	3.40	3.04	3.24	3.29	3.25
(5) The national United Methodist Church. . .	3.00	2.91	3.08	2.94	3.13	2.79	3.09	3.08	3.05	3.07	3.07	3.00	3.29	2.73	2.92	3.01	3.05
(6) Yourself. .	3.12	3.13	3.15	3.07	2.99	3.10	3.30	2.99	2.94	3.03	3.12	3.20	3.48	3.26	3.08	3.49	3.49

TABLE 10. PERCENTAGE DISTRIBUTION OF RESPONSES TO SELECTED OPINION QUESTIONS BY DISTRICT AND DISTRICT AND CONFERENCE COUNCILS ON MINISTRY, 1972.

Question and Categories	Church Sample	Albemarle	Asheville	Charlotte	Gastonia	Greensboro	High Point	Marion	N.Wilkesboro	Salisbury	Statesville	Thomasville	Waynesville	Winston-Salem Forsyth	Winston-Salem Northeast	District Council	Conference Council
1. While labels are never satisfactory, please indicate how you would describe your theological or doctrinal position.																	
Very conservative	4	4	1	4	1	5	9	1	3	7	5	-	-	1	2	-	-
Conservative	19	20	10	17	17	29	19	20	9	21	27	20	17	12	17	11	10
Moderate	49	55	48	48	57	40	37	56	54	49	52	59	59	36	54	51	51
Liberal	20	13	26	19	20	17	20	19	23	16	14	17	19	35	23	31	35
Very liberal	3	1	4	6	3	5	6	1	5	3	1	1	-	4	2	4	3
No reply	5	7	11	6	2	4	9	3	6	4	1	3	5	12	2	3	1
2. In general, how do you feel about the involvement both of the church acting corporately and of individual Christians in social, political or economic matters where questions of justice are at issue?																	
Church and individual.	56	48	55	59	59	54	63	54	58	52	57	51	55	55	59	78	79
Church but not individual.	3	1	1	4	3	3	3	1	3	3	6	5	5	1	3	1	-
Individual but not church.	31	36	28	28	31	36	25	33	37	36	30	38	26	28	27	18	20
Oppose both.	4	5	5	5	2	4	3	6	-	5	5	3	7	4	8	1	-
No reply	6	10	11	4	5	3	6	6	2	4	2	3	7	12	3	2	1
3. On the whole, how would you rate the effectiveness of the Western North Carolina Conference in its provision of leadership and support for local church?																	
Very ineffective	5	7	1	5	6	4	9	6	2	5	6	1	7	3	4	4	5
Somewhat ineffective	12	19	10	17	12	15	12	14	12	13	5	6	3	11	9	16	6
Somewhat effective	54	43	49	48	55	55	51	55	63	57	57	59	45	63	55	56	72
Very effective	24	23	25	27	25	18	23	23	15	21	32	33	38	10	30	21	14
No reply	5	8	15	3	2	8	5	2	8	4	-	1	7	13	2	3	3

TABLE 10 (continued)

Question and Categories	Church Sample	Albemarle	Asheville	Charlotte	Gastonia	Greensboro	High Point	Marion	N. Wilkesboro	Salisbury	Statesville	Thomasville	Waynesville	Winston-Salem Forsyth	Winston-Salem Northeast	District Council	Conference Council
4. Taken as a whole, how would you rate the effectiveness of the program of your local church?																	
Very ineffective	4	1	2	5	3	1	6	1	1	7	4	-	2	4	7	6	3
Somewhat ineffective	13	13	11	14	15	12	15	16	14	15	9	17	5	11	12	16	14
Somewhat effective	59	58	59	58	61	57	64	61	71	53	53	60	59	66	53	67	76
Very effective	21	24	21	20	16	29	11	20	9	22	32	20	31	14	26	8	5
No reply	3	4	7	3	5	1	4	2	5	3	2	3	3	5	2	3	2
5. Several opinions regarding the future of United Methodist supported colleges in North Carolina have been expressed. Which of the following best reflects your opinion?																	
Maintain with increased support	28	26	29	27	26	32	27	35	23	28	30	23	29	20	32	20	19
Maintain but seek government subsidization	37	48	30	41	35	31	40	35	41	35	37	42	24	39	32	34	28
Consolidate into one or two large colleges.	19	13	20	20	27	14	11	20	23	19	22	23	19	20	26	31	35
Turn over to the state.	5	3	1	6	3	2	6	5	3	8	5	1	14	4	4	3	1
Other	4	2	6	1	1	12	2	2	5	6	4	4	5	2	3	7	14
No reply	7	8	14	5	8	9	14	3	5	4	2	7	9	15	3	5	3

TABLE 10 (continued)

Question and Categories	Church Sample	Albemarle	Asheville	Charlotte	Gastonia	Greensboro	High Point	Marion	N.Wilkesboro	Salisbury	Statesville	Thomasville	Waynesville	Winston-Salem Forsyth	Winston-Salem Northeast	District Council	Conference Council
6. Several proposals have been made regarding alternative methods of paying ministers' salaries. Which one of the following would you most favor?																	
Set and paid by local charge.	41	36	26	41	40	50	39	55	21	43	57	44	32	35	33	27	43
Uniform set by conference.	3	4	2	1	4	3	5	-	2	4	2	3	2	1	5	4	1
Modified uniform set by conference with additions based on years of service and family needs.	21	21	23	21	28	18	23	25	26	21	18	22	19	18	21	33	24
Modified uniform set by conference with additions based on years of service.	4	4	5	7	-	6	5	5	12	4	2	4	2	-	3	7	5
Modified uniform set by conference with additions based on family needs.	3	6	1	2	6	1	2	-	3	5	3	4	2	2	4	1	-
Basic salary set and paid by conference with local charge having right to supplement.	20	20	26	21	18	15	16	9	28	14	16	17	36	23	26	21	19
Other	2	1	-	1	3	2	1	1	3	6	1	-	-	10	5	4	8
No reply	6	8	17	6	1	5	9	5	5	3	1	6	7	11	3	3	-

TABLE 10 (continued)

Question and Categories	Church Sample	Albemarle	Asheville	Charlotte	Gastonia	Greensboro	High Point	Marion	N.Wilkesboro	Salisbury	Statesville	Thomasville	Waynesville	Winston-Salem Forsyth	Winston-Salem Northeast	District Council	Conference Council
7. Which of the following courses of action would you favor regarding care for the aging?																	
Maintain present Home of the Aging.	11	14	6	11	18	5	11	16	6	8	15	17	15	2	7	11	14
Expand the present facility.	25	32	15	33	29	22	26	19	32	33	29	23	19	12	23	26	27
Maintain the present facility but build another.	28	23	27	25	23	36	26	31	39	20	29	23	26	25	40	37	28
Expand the present facility and build another.	26	19	40	23	26	26	23	30	17	32	20	31	29	35	24	20	23
Turn over facility to the state to operate.	2	3	2	2	1	2	1	1	-	1	3	1	2	-	2	-	-
Other	2	1	1	3	2	4	4	1	-	2	1	1	-	5	2	2	5
No reply	6	8	9	3	1	5	9	2	6	4	3	4	9	21	2	4	3
8. Which of the following courses of action would you favor regarding care for children?																	
Maintain the present Children's Home.	16	17	9	21	20	14	17	18	9	13	24	24	14	12	12	20	28
Expand the present facility.	30	37	21	27	30	28	28	29	34	38	33	27	21	31	35	34	24
Maintain present facility but build another.	24	18	34	23	20	33	21	26	28	23	19	28	24	17	22	24	26
Expand but build another in another section.	21	18	24	18	28	16	22	24	25	21	19	14	29	19	27	15	8
Turn over to state to operate.	1	1	1	2	1	-	-	1	-	-	2	1	3	1	1	1	-
Other	2	1	-	2	-	4	2	1	1	1	-	-	-	5	2	2	9
No reply	6	8	11	7	1	5	10	1	3	4	3	6	9	15	1	4	5

TABLE 10 (continued)

Question and Categories	Church Sample	Albemarle	Asheville	Charlotte	Gastonia	Greensboro	High Point	Marion	N.Wilkesboro	Salisbury	Statesville	Thomasville	Waynesville	Winston-Salem Forsyth	Winston-Salem Northeast	District Council	Conference Council
9. How would you evaluate the effectiveness of the North Carolina Methodist Advocate as a channel of communication of news of church affairs?																	
Very ineffective	8	6	4	8	8	7	10	8	9	8	8	8	2	10	6	9	8
Somewhat ineffective	14	18	14	15	11	15	9	15	14	9	14	16	14	18	13	15	14
Somewhat effective	52	53	50	53	54	49	52	56	58	56	57	49	57	41	49	57	54
Very effective	17	13	8	15	24	19	21	16	8	22	16	20	17	10	25	15	23
No reply	9	10	24	9	3	10	8	5	11	5	5	7	10	21	7	4	1
10. Are you (or your family) currently a subscriber to the Advocate?																	
Yes	37	38	27	27	45	40	37	43	46	56	23	37	23	36	42	83	92
No	58	59	59	70	52	57	53	51	52	42	75	56	72	54	57	13	8
No reply	5	3	14	3	3	3	10	6	2	2	2	7	5	10	1	4	-

TABLE 11. PERCENTAGE DISTRIBUTION OF RESPONSES TO SELECTED OPINION QUESTIONS BY SELECTED GROUPS, 1971.

Question and Categories	Member	Leader	Minister	Black	White	Male	Female	Under 30	30-49	50-59	60 and Over
1. While labels are never satisfactory, please indicate how you would describe your theological or doctrinal position.											
Very conservative	5	2	-	6	3	3	3	2	3	2	6
Conservative	22	13	10	7	19	19	17	13	17	20	23
Moderate	51	60	52	42	53	51	53	49	57	50	45
Liberal	19	23	34	34	22	24	23	29	21	25	22
Very liberal	3	2	4	11	3	3	4	7	2	3	4
2. In general, how do you feel about the involvement both of the church acting corporately and of individual Christians in social, political or economic matters where questions of justice are at issue?											
Church and individual	55	68	86	88	61	61	66	66	63	62	62
Church but not individual	4	2	1	3	3	3	2	5	2	2	5
Individual but not church	35	28	12	7	32	31	29	25	32	32	28
Oppose both	6	2	1	2	4	5	3	4	3	4	5
3. Several opinions regarding the future of United Methodist supported colleges in North Carolina have been expressed. Which of the following best reflects your opinion?											
Maintain with increased support	30	35	13	28	28	26	31	32	26	28	34
Maintain but seek government subsidization	40	38	31	52	37	37	39	42	36	37	39
Consolidate into one or two large colleges	20	21	40	16	24	26	22	18	28	24	17
Turn over to the state	6	3	3	3	5	4	5	3	4	4	7
Other	4	3	13	1	6	7	3	5	6	7	3

TABLE 11 (continued)

Question and Categories	Member	Leader	Minister	Black	White	Male	Female	Under 30	30–49	50–59	60 and Over
4. Several proposals have been made regarding alternative methods of paying ministers' salaries. Which one of the following would you most favor?											
Set and paid by local charge	45	40	30	26	42	44	37	24	37	47	57
Uniform set by conference	3	3	4	8	2	2	3	4	2	3	1
Modified uniform set by conference with additions based on years of service and family needs	21	27	37	23	25	24	25	40	26	20	17
Modified uniform set by conference with additions based on years of service	5	4	6	6	5	5	5	4	5	6	2
Modified uniform set by conference with additions based on family needs	3	4	1	4	3	3	3	5	2	3	3
Basic salary set and paid by conference with local charge having right to supplement	21	20	15	30	20	18	25	20	23	19	18
Other	2	2	7	3	3	4	2	3	5	2	2
5. Which of the following courses of action would you favor regarding care for the aging?											
Maintain present Home of the Aging	12	7	12	12	11	13	10	5	9	12	18
Expand the present facility	27	28	29	24	28	29	25	26	26	30	30
Maintain the present facility but build another	29	31	35	28	31	29	33	24	32	34	32
Expand the present facility and build another	28	30	19	31	27	25	29	45	28	20	17
Turn over facility to the state to operate	2	2	1	2	1	1	1	-	1	2	2
Other	2	2	4	3	2	3	2	-	4	2	1

TABLE 11 (continued)

Question and Categories	Member	Leader	Minister	Black	White	Male	Female	Under 30	30-49	50-59	60 and Over
6. Which of the following courses of action would you favor regarding care for children?											
Maintain the present Children's Home	19	12	24	11	19	21	16	7	16	23	29
Expand the present facility	32	32	31	25	33	34	29	33	30	33	34
Maintain present facility but build another	24	27	29	33	25	23	28	15	30	26	24
Expand but build another in another section	23	26	10	28	20	18	24	43	20	14	12
Turn over to state to operate	1	-	1	-	1	1	1	-	1	2	1
Other	1	3	5	3	2	3	2	2	3	2	-
7. How would you evaluate the effectiveness of the North Carolina Methodist Advocate as a channel of communication of news of church affairs?											
Very ineffective	8	9	12	5	9	10	7	12	9	6	5
Somewhat ineffective	15	14	18	9	16	18	12	19	17	13	9
Somewhat effective	58	58	58	41	59	58	58	58	58	61	57
Very effective	19	19	12	45	16	14	23	11	16	20	29

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